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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

caut acpu bulletin

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Paul Couvrette Photographs

CAUT/FAPUQ strike new deal for Quebec universities

by Helen Baxter
Bulletin editor

The CAUT council unanimously approved a new agreement between the Fédération des associations des professeurs d'Université du Québec (FAPUQ) and CAUT at a meeting held May 11-13 in Ottawa.

The new agreement recognizes Quebec as a distinct society and gives FAPUQ "an explicit right of veto regarding certain constitutional questions, with a view to the protection of this distinct society." The Accord provides for the mutual recognition of the jurisdictional responsibilities of each association.

In presenting the proposed agreement to the Council, CAUT's negotiator with FAPUQ, Sarah Shorten, said it defined "a completely new relationship" between CAUT and FAPUQ. Professor Shorten said that the new Accord recognizes that Quebec is not a province like the others and that this fact requires constitutional guarantees for Quebec's universities that differ from those provided for universities outside Quebec.

The new Accord also stipulates that membership in CAUT no longer be automatic for members of FAPUQ, but will now depend upon the decision of each local association or union. The previous Accord, in force since 1983, provided that associations or unions belonging to FAPUQ were by that fact members of CAUT.

As result of CAUT's approval of the new agreement, the faculty associations at three Quebec universities — McGill, Concordia and Bishop's — were recognized by Council as full on-going members of CAUT. Laval was already a member. The fee arrangements, which

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WE'RE MOVING — caut acpu — **NOUS DÉMÉNAGEONS**

The CAUT National office, for the past 12 years located at 75 Albert Street in Ottawa, will be moving to new premises on July 25, 1988. The new location will provide a substantial reduction in leasing costs over the next five years, and at the same time will improve the quality of the working environment for CAUT staff and volunteers. The new address, effective July 25, will be:

294 Albert St.
Suite 308
Ottawa, Ontario
K1P 6E6
Tel.: (613) 237-6885

Le secrétariat de l'ACPU, situé depuis 12 ans au 75, rue Albert à Ottawa, déménagera dans de nouveaux locaux le 25 juillet 1988. Ce déménagement entraînera, au cours des cinq prochaines années, une réduction substantielle des coûts de location et, par le fait même, permettra d'améliorer la qualité des conditions de travail du personnel et des bénévoles de l'ACPU. A compter du 25 juillet, la nouvelle adresse sera:

294 rue Albert
Bureau 308
Ottawa (Ontario)
K1P 6E6
Tel.: (613) 237-6885

Nouvelle entente pour les universités du Québec

par Helen Baxter
Rédactrice en chef du Bulletin

Lors de son assemblée tenue à Ottawa du 11 au 13 mai, le Conseil de l'ACPU a approuvé à l'unanimité une nouvelle entente liant l'ACPU et la Fédération des associations de professeurs des universités du Québec (FAPUQ).

La nouvelle entente reconnaît que le Québec est une société distincte, et donne à la FAPUQ "un droit de veto explicite quant à certaines questions constitutionnelles en vue de protéger cette société distincte."

Dans sa présentation de l'entente proposée au Conseil, Sarah Shorten, négociatrice de l'ACPU auprès de la FAPUQ, a déclaré que celle-ci allait définir un rapport neuf entre ces deux organisations. Mme Shorten a ajouté que le nouvel Accord reconnaissait que le Québec n'est pas une province comme les autres et que ce fait exige des garanties constitutionnelles pour les universités québécoises différentes de celles prévues pour les universités hors-Québec.

Le nouvel Accord stipule de plus que les membres de la FAPUQ n'adhèrent plus automatiquement à l'ACPU, mais dépendront pour cette décision de chaque syndicat ou association locale. L'ancien Accord, en vigueur depuis 1983, prévoyait que les associations ou syndicats appartenant à la FAPUQ seraient de ce fait membres de l'ACPU.

Comme suite de l'approbation donnée par l'ACPU à cette nouvelle entente, les associations de professeurs de trois universités québécoises, soit McGill, Concordia et Bishop's, lors de la réunion du Conseil ont adhéré à l'Association nationale comme membres de plein droit. Le Syndicat de l'Université Laval en était déjà membre. Le montant des cotisations, qui avait été sensiblement diminué pour les membres de la FAPUQ, sera la même que celui des autres associations canadiennes après une courte période de transition.

Lors d'une réunion tenue le 27 mai, le Conseil de la FAPUQ a ratifié l'entente à la suite d'un vote de 20-0 et deux abstentions.

Vous retrouverez ailleurs dans le présent numéro une explication détaillée de l'Accord par le professeur Shorten, ainsi qu'un commentaire de Peter King, président de l'ACPU.

Election des dirigeants et des membres des comités

Lors de l'assemblée de mai, le Conseil élisait également une nouvelle équipe de dirigeants et de membres ordinaires constituant le Comité de direction formé de huit personnes. Voici sa composition pour l'année 1988-1989: président - Peter King (Manitoba); vice-président - Om Kamra (Dalhousie); trésorier - Vic Catano (Saint-Mary's); président sortant - John Evans (Memorial); présidente du Comité du statut de la femme - Jane Gordon (Mount St. Vincent); membres ordinaires - Pamela Smith (Regina), Bob Kerr (Windsor), Richard Powers (Victoria).

Le Conseil élisait également les membres de ses trois comités permanents.

Un article au sujet du nouveau Comité de direction et des membres des comités est publié en page 5 du présent numéro.

Revue/examen des politiques de l'ACPU

Le Conseil a revu les politiques applicables à un certain nombre de secteurs y compris: la confidentialité et l'accès à l'information , les activités de la police et des agents de sécurité sur les campus, la fiscalité fédérale et la collectivé universitaire, l'aide financière du fédéral aux sciences et à la recherche, le droit d'auteur, les centres d'excellence, et à la recherche le droit d'auteur, les centres d'excellence, et les étudiants

Voir CONSEIL/8

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The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, color, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

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Diffusion totale moyenne: 27,000. Le Bulletin de L'ACPU paraît 10 fois au cours de l'année universitaire. Le 1er de chaque mois de septembre à juin. Délai de réception des annonces: 13 jours ouvrables ou moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute offre d'emploi, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Rincombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

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CAUT comments / Commentaires de l'ACPU

To retire or not to retire, that is the question

Reprinted from *Science*

"Workaholics of the world, unite—you have nothing to lose but your leisure!" Such might be the battle cry of the increasingly aging and increasingly healthy older population. To retire or not to retire, that is the question. The answer is quite different to those who like their jobs and to those who do not. The first group, including many professionals, consider "retirement" to be a dirty word, something to be avoided at all costs. The second group, including many blue collar workers, think retirement is a nirvana to be sought as an escape from a boring daily routine.

In the past, both labor and management encouraged mandatory retirement for many workers. As the number of the elderly increases, however, the financial burden that this growing retired population places on young and middle-aged workers also increases. (Deductions for Social Security have never paid for the system, and new cures keep extending the life span. Decreased cigarette smoking, for example, may well bankrupt Social Security.)

One argument against letting the elderly add to national productivity is that it takes away jobs from young people. That has been the argument used against immigrants, who supposedly take jobs away from "real Americans," or women, who take them away from men. In fact, the influx of those two groups into the labor market has not been accompanied by an increase in unemployment, suggesting that individuals create jobs as well as occupy them.

Moreover, the able elderly are now continuing to work, often through a shift of employer. A nuclear engineer becomes an expert witness on nuclear power, a tenured professor moves to fill a post at a less prestigious university, a lawyer leaves a large law firm to set up practice on his own. In each case, the elderly person is potentially taking away a job from a younger person, but this is concealed because the retiree is not staying in the same situation.

The movement to new jobs has some virtues; it involves an objective selection of the physically and mentally vigorous from the tired and the inflexible. But mandatory retirement has largely disappeared, and the attempts of universities, for example, to be given a special exemption seems unlikely to work. Just before a recent court decision, the airline industry settled out of court over mandatory retirement in the case of air traffic engineers. If airplane personnel, judges, and doctors cannot be forced to retire, the first disgruntled professor who takes his case to court is likely to prove age discrimination without too much trouble.

The challenge to society, therefore, is to develop some scheme of retirement based on performance not age, and one that does not block the advancement of younger people. Research productivity is probably the easiest to evaluate, since distant committees in Washington develop priority scores for individuals in other localities. Local duties such as teaching and administration are a little more difficult, since the subjectivity of evaluating a colleague will inevitably intrude. Ad hoc committees to consider retirement as ad hoc committees consider promotion are certainly feasible. Mentally young but chronologically old individuals could lighten the teaching load of assistant professors starting an academic career. Retired executives can serve as consultants for young venture capital companies that have scientific expertise but little business sophistication. Commissions and boards that have a hard time competing for the time of a young scientist might be more appropriately manned by experienced professionals who have seen more of the complexities of life.

Age by itself does not bring wisdom, nor does youth automatically bring a fresh viewpoint: some individuals are born doctrinaire, and others embrace new ideas until the day they die. Each profession will have to think of the criteria that justify continued employment. Early retirement for some and late retirement for others may well average out to a more productive society. To begin such a system it is probably wise to set some quotas and devise a system of priority scores. That would change the question from, "Is old Jake good enough to continue work?" to "Of the hundred individuals who are up for retirement, which twenty are we going to ask to continue working, and what are we going to ask them to do?"

The population changes mean that there will be more people, not fewer, who prefer work to chronological welfare. A society that can make supercomputers should be able to solve the problem. — DANIEL E. KOSHLAND, JR.

Prendre sa retraite ou ne pas la prendre, voilà la question

Tiré du *Science*

Les obsédés du travail dans le monde s'accordent pour dire: "Vous n'avez rien à perdre si ce ne sont vos loisirs!" Cela pourrait être le cri de guerre de la population âgée qui vieillit de plus en plus et qui est en meilleure santé qu'auparavant. Rendre sa retraite ou pas, voilà la question. La réponse est complètement différente selon que les gens aiment leur travail ou ne l'aiment pas. Le premier groupe, comprenant beaucoup de professionnels, considèrent le mot "retraite" comme un vilain mot à éviter à tout prix. Le second groupe, incluant de nombreux cols bleus, pensent que la retraite est un nirvana auquel il faut aspirer pour échapper à une routine quotidienne ennuyeuse.

Dans le passé, tant les employés que la direction encourageaient la retraite obligatoire pour beaucoup de travailleurs. Au fur et à mesure que le nombre de personnes âgées augmente, le fardeau financier que cette population croissante de retraités fait porter aux travailleurs jeunes et d'âge moyen augmente également (les déductions pour la sécurité sociale n'ont jamais financé le système, et les nouveaux traitements continuent d'allonger notre séjour terrestre. La diminution de la consommation de cigarettes pourrait bien provoquer la faillite de la sécurité sociale).

Un argument qui s'oppose à laisser les personnes âgées participer à la production nationale est qu'elles prennent le travail des jeunes gens. Cet argument a été utilisé contre les immigrants à qui l'on reproche de voler les emplois aux "véritables Américains", ou aux femmes, qui prennent le travail des hommes. En fait, l'entrée de ces deux groupes sur le marché du travail n'a pas été accompagnée d'une augmentation du chômage, ce qui suggère que les gens créent des emplois autant qu'ils en occupent.

De plus, les personnes âgées compétentes continuent à présent de travailler, souvent en changeant d'employeur. Un ingénieur en technique nucléaire devient un témoin expert en puissance nucléaire, un professeur permanent change d'université pour remplir un poste dans une université moins prestigieuse, un avocat quitte une grande étude pour établir son propre cabinet. Dans chaque cas, la personne âgée enlève un emploi potentiel à une personne plus jeune mais ceci n'est pas apparent car le retraité n'occupe pas le même poste.

Le mouvement vers les nouveaux emplois a quelques vertus; il entraîne une sélection objective entre les personnes vigoureuses physiquement et mentalement et celles qui sont fatiquées et inflexibles. Mais la retraite obligatoire a largement disparu et les universités, par exemple, semblent échouer dans leurs tentatives de bénéficier d'une exemption spéciale. Peu avant une décision récente du tribunal, l'industrie aérienne a transigé sur la retraite obligatoire dans le cas des ingénieurs du trafic aérien. Si le personnel des lignes aériennes, les juges et les médecins ne peuvent être forcés de prendre leur retraite, le premier professeur mécontent qui porte son cas devant le tribunal pourra probablement prouver sans trop de difficulté une discrimination fondée sur l'âge.

Par conséquent, le défi pour la société est de mettre au point un plan de retraite qui soit basé sur l'accomplissement du travail et non sur l'âge et qui ne bloque pas l'avancement des jeunes. La productivité en recherche est probablement la plus facile à évaluer, puisque de froids comités ont établi, à Washington, des points de priorités pour les gens d'autres régions. Les devoirs accomplis à l'échelle locale s'évaluent un peu plus difficilement car la subjectivité dans l'évaluation d'un collègue interviendra inévitablement. Il est certainement possible que les comités ad hoc considèrent la promotion. Les personnes mentalement jeunes mais chronologiquement âgées pourraient alléger les tâches d'enseignement des professeurs adjoints entamant une carrière universitaire. Les directeurs retraités peuvent servir de conseillers pour les nouvelles sociétés de capital-risque qui ont des connaissances dans le domaine scientifique mais peu dans celui des affaires. Les commissions et comités qui ont des difficultés à s'adjoindre les services d'un jeune scientifique feraient mieux de choisir ceux de professionnels expérimentés connaissant mieux les complexités de la vie.

L'âge en lui-même n'apporte pas la sagesse, pas plus que la jeunesse n'apporte automatiquement un point de vue nouveau: certaines personnes sont nées doctrinaires et d'autres adoptent des idées neuves jusqu'au jour de leur mort. Chaque profession devra penser aux critères qui justifient l'emploi continu. Une retraite anticipée pour certains et tardive pour d'autres pourraient établir un équilibre favorisant une société plus productive. Pour commencer un tel système, il est probablement approprié d'établir certains quotas et un système de points de priorité. La question "Le vieux Jack est-il encore assez bon pour continuer à travailler?" deviendrait alors "Sur les cent personnes qui sont sur le point de prendre leur retraite, quelles sont les vingt auxquelles nous allons demander de continuer à travailler et qu'allons-nous leur demander de faire?"

Les changements démographiques signifient qu'il y aura plus de gens, et non moins, qui préfèrent le travail à l'assistance sociale chronologique. Une société capable de concevoir des super-ordinateurs devrait pouvoir résoudre le problème.

President's message/Le mot du président

It is difficult to imagine a more auspicious way for CAUT to begin a new year or, more personally, for a new President of CAUT to start his or her term of office, than with the successful re-negotiation of an Accord between CAUT and its Quebec counterpart, FAPUQ. Such a new Accord was ratified by Council at its May 1988 meeting. A fuller account of the negotiations between CAUT and FAPUQ and of the Accord itself appear elsewhere in this *Bulletin*. I would like to consider the Accord in a broader perspective since I think that its implications for CAUT are far-reaching.

The Accord would be an item of the greatest significance if it went no further than re-establishing a working relationship between the national and Quebec organisations. Certainly the new Accord does this, and does it in a way that is equitable to all concerned. But the Accord has a far greater significance, and provides a powerful example from which CAUT can both profit and learn. The more I read the Accord, examining the nature of the new relationship between CAUT and FAPUQ, and as I reflect on how that relationship was attained, the more I become convinced that both the process and the result have important, encouraging implications for the future of CAUT, which go beyond the matter of interaction between CAUT and FAPUQ.

The new Accord recognizes explicitly the distinctness of Quebec society—and, accordingly, of the Quebec professoriate—within Canada and within CAUT. But if recognition of that distinctness were all that the Accord spoke for, it would be a recognition of failure. The new Accord shuns that approach, and is based on cooperation, not conflict, between the two organisations. That is the strength of the new Accord, why I believe it will work and why it is so significant. Questions of membership and exclusivity, political representation, provision of services, membership dues, and the like were resolved and resolved equitably. CAUT and FAPUQ are now pledged to collaborate on building each other's membership, to collaborate on Academic Freedom and Tenure, to collaborate on lobbying, and have established clear and workable understanding on the provision of services to members. By virtue of this Accord a unified voice for the Canadian professoriate—and one for the Quebec professoriate—have been brought closer to reality.

The more I read the Accord, examining the nature of the new relationship between CAUT and FAPUQ, and as I reflect on how that relationship was attained, the more I become convinced that both the process and the result have important, encouraging implications for the future of CAUT, which go beyond the matter of interaction between CAUT and FAPUQ.

While the new Accord is, therefore, a vastly encouraging achievement in itself, its lessons and implications go further. It stands as further evidence that the reforms enacted by Council one year ago are achieving their goals. I do not believe that CAUT underwent a substantial review and reform process merely in order to survive. Our reasons were, rather, to perform our function of representing the professoriate of this country in a more effective manner, and to represent the entire professoriate of Canada.

The new Accord is entirely in line with both these goals, and bodes well for further progress towards both. Following ratification of the provisional accord, Council greeted with loud and sustained applause the full membership under the Accord of no fewer than four Associations from Quebec. That applause still rings in my ears as a clear sign that the Association must continue its efforts towards increased membership under those same terms, both from within Quebec and elsewhere in Canada.

But even that does not exhaust the importance to CAUT of the Accord. The two negotiating teams for FAPUQ and CAUT were able—not, of course without considerable hardwork and good will from both sides—to transform areas of perceived overlap and thus of potential territorial dispute into areas of collaboration. There is a counterpart for this success in other facets of our Association. Wherever disputes may arise as to who or what body in the Association should properly be fulfilling a particular role, we must, rather, address the question of how all entities within our Association can best collaborate. Conclusion of the Accord convinces me that this can be done. The very real dangers to our organisation, and consequently to our profession if we do not, convince me that it must.

by/par Peter King

Il est difficile d'imaginer une façon plus favorable pour l'ACPU de commencer une nouvelle année ou, plus personnellement, pour un nouveau président de l'ACPU d'entrer en fonction, que par la re-négociation couronnée de succès d'un accord entre l'ACPU et son pendant du Québec, la FAPUQ. Ce nouvel accord a été ratifié par le Conseil lors de sa réunion de mai 1988. Un compte rendu plus succinct des négociations entre l'ACPU et la FAPUQ et de l'accord lui-même est publié plus loin dans le présent numéro. Je voudrais envisager cet accord dans une perspective plus large car je pense que ses effets sur l'ACPU ont une vaste portée.

L'accord se révèlerait de la plus grande importance s'il n'allait pas plus loin que le rétablissement d'une relation de travail entre l'association nationale et celles du Québec. Il est certain que le nouvel accord le fait, et ce d'une façon qui est équitable pour toutes les parties intéressées. Mais l'accord a une signification beaucoup plus grande et fournit un solide exemple dont l'ACPU peut profiter et tirer un enseignement. Plus je lis l'accord, en examinant la nature des nouvelles relations entre l'ACPU et la FAPUQ, et en réfléchissant à la façon dont cette relation a été atteinte, plus je suis convaincu que tant le processus que le résultat ont des effets encourageants sur l'avenir de l'ACPU, qui vont plus loin que la question de l'interaction entre l'ACPU et la FAPUQ.

Le nouvel accord reconnaît explicitement le caractère distinct de la société du Québec—comme de son corps professoral — au sein du Canada et de l'ACPU. Mais si l'accord se limitait à établir cette différence, ce serait reconnaître son échec. Le nouvel accord évite cette perspective et il est basé sur la coopération, non sur le conflit entre les deux organisations. Cela constitue la force du nouvel accord, la raison pour laquelle je crois qu'il fonctionnera et pourquoi il est si important. Des problèmes comme l'adhésion des membres et l'exclusivité, la représentation politique, la fourniture de services, les cotisations et autres ont été résolus et de façon équitable. L'ACPU et la FAPUQ peuvent maintenant s'engager à collaborer pour augmenter le nombre de leurs membres, à travailler ensemble sur la question de la liberté universitaire et de la permanence de l'emploi, à faire ensemble du lobbying. Elles ont en outre établi des ententes claires et applicables sur la fourniture de services aux membres. En vertu de cet accord, une voix unifiée pour le corps professoral canadien—et une pour celui du Québec—a été portée plus près de la réalité.

Plus je lis l'accord, en examinant la nature des nouvelles relations entre l'ACPU et la FAPUQ, et en réfléchissant à la façon dont cette relation a été atteinte, plus je suis convaincu que tant le processus que le résultat ont des effets encourageants sur l'avenir de l'ACPU, qui vont plus loin que la question de l'interaction entre l'ACPU et la FAPUQ.

Si le nouvel accord est, par conséquent, une réalisation des plus encourageantes en elle-même, son enseignement et ses effets vont plus loin. Elle constitue une évidence supplémentaire que les réformes décrétées par le Conseil l'an passé ont atteint leurs objectifs. Je ne pense pas que l'ACPU ait entrepris un travail important de revue et de réforme principalement pour assurer sa survie. Nos raisons étaient plutôt d'accomplir notre fonction de représentants pour le corps professoral de ce pays avec plus d'efficacité, et de représentants de l'ensemble du corps professoral du Canada.

Le nouvel accord concorde entièrement avec ces deux objectifs, et il laisse présager des progrès supplémentaires pour l'un comme pour l'autre. Suite à la ratification de l'accord provisoire, le Conseil a accueilli avec des applaudissements soutenus les demandes d'affiliation en vertu de l'accord pour une affiliation complète à l'ACPU d'au moins quatre associations du Québec. Ces applaudissements résonnent encore dans mes oreilles comme un signe évident montrant que l'association doit poursuivre ses efforts pour augmenter les affiliations selon ces mêmes modalités, tant celles venant du Québec que d'ailleurs au Canada.

Mais même cela ne réduit pas l'importance de l'accord pour l'ACPU. Les deux équipes de négociation de la FAPUQ et de l'ACPU ont pu —non sans, évidemment, un travail considérable et la bonne volonté des deux parties — transformer les domaines connus de chevauchement et donc de conflit territorial possible en secteurs de collaboration. Il y a une contrepartie à ce succès dans d'autres aspects de notre association. Partout où des conflits peuvent survenir pour déterminer qui ou quel organisme de notre association devrait assumer convenablement un rôle particulier, nous devons plutôt nous demander comment toutes les entités au sein de notre association peuvent le mieux collaborer. La conclusion de l'accord me convainc que cela peut être fait. Les dangers très réels qui menacent notre association et par conséquent notre profession si nous ne le faisons pas me convainquent que c'est indispensable.

To the editor/À la rédactrice

Trouble in paradise

Gordon Inglis (Trouble in Paradise, *CAUT Bulletin* Vol 35, No. 4, April 1988) is quite right. Implementation of the Crocker Report was done hurriedly, with entirely inadequate consultation with researchers, and it is having the effect of drastically slowing down research. This is especially true for those of us whose research involves a substantial field work element, normally undertaken in the summer months. It is not generally feasible to analyse the materials and digest the results in time to be able to prepare a proposal by October 1st, which is two weeks before the SSHRC deadline but it is the date that this and no doubt other universities require proposals for internal processing. Similarly, it is the worst preparation for a summer's research of any kind when one has to keep assistants dangling for months, make all kinds of provisional bookings, negotiate tentative arrangements and permissions, etc., — all because nothing can be finalized until a decision date some time in April. The alternative is to wait another year or do less research. Furthermore, if a proposal is worthy of support but marred by minor flaws that lead to its rejection in one competition, it is no longer possible to submit a revised version that responds to assessors' concerns some six months later.

The Crocker Report recommendations accepted were implemented largely in order to bring down the proportion of the total SSHRC budget that was expended on the processing of proposals. On a visit to Calgary in 1987, the then SSHRC President William Taylor informed us that the cost of processing *per proposal* was in fact *less* than that of the other research councils. I and my departmental colleagues who had written a letter of protest at the time entirely agree that the reduction in the number of assessors transforms for the worse the task of committee members and renders their recommendations necessarily somewhat erratic. And while the old envelope system was less than perfect, the unannounced procedural change introduces unacceptable distortions.

It is of course easy to criticize, so herewith some positive suggestions. First, once a quarter all assessed proposals with budget requests less than a certain sum could be adjudicated expeditiously and effectively amongst the committee by conference telephone call. Second, the committee would as now meet once a year in order to adjudicate applications for all larger grants of whatever size, and to discuss policy. Third, the former envelope system should be reinstated, but with a percentage of the total amount held in reserve in order to allow flexibility in responding to advances and changing research needs of the various disciplines. Fourth, while decision dates would be published, applicants should be encouraged to submit at any time during the year in order to allow a relatively even flow of paper through the SSHRC offices.

I hope that something can be done to ease both researchers and administrators out of their present purgatory. I put in for a grant before the internal October 1st 1987 deadline, and quite by chance heard from an assessor that he had received my proposal only a few days before Christmas. As of the date of writing, over six and a half months from first submission, I still have not heard whether or not I was successful.

Nicholas David
Dept. of Archaeology
University of Calgary

P.S. Emboldened perhaps by the writing of this letter I have just telephoned the SSHRC. My call received the staff's usual prompt, courteous and thoughtful attention, and I was told that I had indeed received my grant. For the moment at least I am in paradise!

Women as well as men

Congratulations on your insert on Feminist Scholarship. I was shocked however to notice that the first and most prominent advertisement immediately following the insert was for a Chair*man* for the Department of Medicine at McMaster University. Since the text of the advertisement referred to Chair obviously the writer of the ad has no problem with this gender neutral term. As I read on however I found Chairman used again and, in the next sentence, "*He* will also be responsible..." (my emphasis). I request that the CAUT require that all job ads include a statement that the position is open to women as well as men at the very least.

Harold W. Chapman
Dept. of Biomedical Sciences
University of Guelph

Possibilities for intimidation

The March *CAUT Bulletin* contains an interesting letter by Kenneth Hilborn in which he states: "Communists in free nations defend freedom of expression only because they oeed it in order to wage political and psychological warfare against the system that makes freedom possible." The same issue contains a CAUT Status of Women Feature lauding the activities and objectives of feminists within Canadian universities. Given that feminism is now a leading force in the academic world it is time to ask how far our feminists are committed to freedom of expression once the revolution is over.

I was surprised to hear a feminist lecturer at Regina maintain that no anti-feminist should be allowed to teach at university. More recently a researcher at Saskatoon told the press that the very subject of his work - husband-beating - has resulted in personal verbal attacks. A female colleague informed me that her biography of a woman scholar was scornfully rejected by a university press on the grounds that it was not sufficiently feminist.

There is something undesirable about institutionalizing a political movement within the university. No individual professor or researcher is likely to fare well under the attack of an organized and entrenched lobby. The result will be that investigation of matters which relate to women in any way will be either avoided or left solely to feminists. Since university teachers are not as a group noted for raw courage the possibilities for intimidation are almost limitless.

George Orwell described the flirtation between western intellectuals and the Kremlin as "a kind of playing with fire by people who don't even know that fire is hot". The endorsement of feminism by so many academic leaders seems similarly artificial and naive. Before buying a pig in a poke, we must first explore what the long-term impact of a dominant feminism would be on academic freedom and a non-partisan atmosphere for learning.

Kevin McCabe
Sometime lecturer in Classics
at the U. of Regina

A model of academic freedom
Reprinted from The London *Times*

From the President of the Canadian Association of University Teachers

Sir, I note that in the current discussion of the Education Reform Bill in the House of Lords the British Government is taking the view that it is impossible to define academic freedom in legal language.

In Canada, the majority of university contracts which cover lecturers have a legal definition of academic freedom and of non-discrimination which are enforceable by arbitration proceedings or in a court of law.

In general, articles on academic freedom prescribe that academic members of the university are entitled to freedom in carrying out research and publishing the results thereof; freedom of teaching and discussion; freedom to criticize the university; and freedom from institutional censorship.

Furthermore, they normally state that academic staff shall not be hindered or impeded in any way by the university from exercising their legal rights as citizens, nor shall they suffer any penalties because of the exercise of such legal rights.

Finally, most such contracts say that academic freedom carries with it the duty to use that freedom in a manner consistent with the scholarly obligation to base research and teaching on an honest search for truth. Non-discrimination articles prohibit discrimination on the basis of a series of categories such as race, religion, political belief, and so on which are, in fact, normally more extensive than provincial human-rights codes.

We can see no good reason why our British colleagues should have any less protection than we have here in Canada.

Yours sincerely,
John Evans, President,
Canadian Association of
University Teachers.

La Coopérative de négociation collective en réunions

par Robert Léger
Professionel à l'ACPU

Avant la tenue du Conseil de l'ACPU en mai, les deux instances de la Coopérative de négociation collective ont poursuivi leur travail.

Le 12 mai, il y eut d'abord une réunion du Comité des politiques, de la planification et des publications (PPPC) de la Coopérative pour planifier le travail de ses sous-comités sur a) les salaires, b) les régimes de retraites et bénéfices, c) les personnels professionnels non-enseignants, d) les droits et clauses. On rapporta en particulier que le premier document sur les régimes de retraite était complété et que le deuxième le serait à la fin de la semaine suivant la réunion.

Par la suite, le même jour, le Conseil de direction se réunissait aussi. Le président de la Coopérative fit rapport sur le nombre de membres. Il rapporta que les associations de l'Université de Toronto et de l'Université Carleton avaient décidé de ne pas se joindre à la Coopérative.

On discuta ensuite le plan de trois ans que l'ACPU veut offrir aux associations non-membres et qui engage la Coopérative. Celle-ci a décidé de coopérer avec l'ACPU.

La question du professionnel au service de la Coopérative fut aussi abordée. On discuta des qualifications nécessaires. L'ACPU doit embaucher ce professionnel prochainement.

Le Conseil discuta ensuite de la question des conférences et des ateliers. On rapporta que la Conférence sur la négociation collective aurait lieu à Val Morin (Québec) du 12 au 16 juin 1988.

Les directeurs se sont dit d'accord en principe avec l'idée d'un atelier sur les régimes de retraite qui aurait lieu au début de 1989.

CENSURED ADMINISTRATIONS

Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censured university; not to accept invitations to speak or attend academic conferences at a censured university; and not to accept any distinction or honour that might be offered by a censured administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under CAUT censure:

President and Board of Governors, University of Calgary (1979)

Censure was imposed because of the circumstances surrounding the decision not to renew the appointment of a member of the Faculty of Medicine when his appointment at an associated teaching hospital was terminated and because of a University regulation imposing a quota on the proportion of faculty members who may hold tenured appointments.

President and Board of Regents, Memorial University of Newfoundland (1979)

Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggest that her political views were unacceptable to the University administration and when the administration and Board of Regents were unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censures is available on request.

CAUT President Peter King says lobbying top priority

by Helen Baxter

Peter King of the University of Manitoba was elected CAUT President for 1988/89. He defeated Bob Kerr of the University of Windsor to take the top post.

Prof. King, who served as CAUT Vice-President (Internal) last year, cited the development of "a proactive approach to lobbying" as a top priority for CAUT for the coming year.

"It is my view that too much of our political effort tends to be reactive", he told the Council. "I believe that CAUT must, as a top priority, adopt a more proactive approach towards lobbying, and undertake strategic planning based on a well conceived set of lobbying issues and priorities."

Prof. King, who has been with Manitoba's Department of Computer Science since 1969, has been involved in faculty association affairs at all three levels for a number of years. He served as President of both the University of Manitoba Faculty Association and the Manitoba Organization of Faculty Associations during 1986-87. Prior to that he served a year as Vice-President of the local association, where he has been involved in faculty association affairs since 1980. During his year as CAUT Vice-President, he also served on the CAUT Defence Fund and on the Liaison Committee and Negotiating team with FAPUQ.

Om Kamra of Dalhousie University was elected Vice-President of CAUT. He won against one other candidate, David Holden of Queen's University. Prof. Kamra said a major priority facing the Association is to finalize the reorganization initiated by the Bigelow Committee's recommendations. In addition, he said, three major items need to be addressed in the coming year: lobbying the government and candidates at the local level in connection with the forthcoming federal election, bringing the faculty associations at the Universities of Alberta and Saskatchewan back into CAUT, and strengthening the Collective Bargaining Cooperative.

Prof. Kamra served on the CAUT Board from 1984 to 1987. During that time he was a member of the Economic Benefits Committee. He served as President of the Nova Scotia Confederation of University Faculty Associations from 1984 to 1987 and is presently the Chair of the NSCUFA Relations with Government Committee. During his years at Dalhousie where he is a Professor of Biology, Prof. Kamra has served on virtually every committee of the Dalhousie Faculty Association and was President of the Association from 1982 to 1986.

Victor Catano of the Department of Psychology at Saint Mary's University will be serving a second two-year term as treasurer of the Association. He defeated Richard McGaw of the University of New Brunswick to take the post. Prof. Catano was a member of the CAUT Board of Directors from 1981-87. He was President of NSCUFA from 1981-84.

Members-at-large

The Council chooses three members-at-large in addition to the named officers.

Pamela Smith, of the Sample Survey and Data Bank Unit at the University of Regina, was elected to a second term as member-at-large on the Executive Committee. Ms. Smith served on the CAUT Board from 1985-87 and on the Policy and Political Action Committee in 1986-87. She was an executive member of the Saskatchewan Association of University Teachers from 1982-85 and has served in a variety of ways at the local faculty association level since 1977.

Bob Kerr, of the Faculty of Law at the University of Windsor, was also elected member-at-large. Prof. Kerr has served CAUT in a number of ways for many years. He was Vice-president (Internal) from 1985-87 and was a member of the Collective Bargaining Committee from 1978-82. In 1982 he was elected Chair of that committee, a position he held until 1985.

See COMMITTEES/8

Paul Couvrette Photographs

From left to right/De gauche à droite: John Evans, Jane Gordon, Peter King, Om Kamra, Victor Catano, Pamela Smith, Bob Kerr.

La priorité au lobbying, déclare le président de l'ACPU

par Helen Baxter

M. Peter King de l'Université du Manitoba a accédé à la présidence de l'ACPU après avoir remporté la victoire sur M. Bob Kerr de l'Université de Windsor. Il a été ainsi élu pour occuper le poste le plus élevé de l'Association.

Le professeur King, qui a été l'année dernière vice-président de l'ACPU aux affaires internes, a parlé de l'élaboration d'une "méthode dynamique de lobbying" comme une activité hautement prioritaire de l'Association pour l'année prochaine.

"A mon avis", dit-il, "nous avons eu tendance à trop réagir aux pressions dans nos démarches politiques". "Je pense", a ajouté le président, "que l'adoption d'une méthode dynamique de lobbying doit s'inscrire au centre des activités de l'Association qui, en outre, doit entreprendre sa planification stratégique en fonction d'un ensemble de questions et de priorités très bien pensées, susceptibles de donner lieu à des activités de lobbying".

Le professeur King, qui enseigne au département d'informatique de l'Université du Manitoba depuis 1969, a milité aux trois paliers des affaires reliées aux associations de professeurs. Il a été président de l'Association des professeurs de l'Université du Manitoba et de l'Organisation des associations de professeurs du Manitoba de 1986 à 1987. Auparavant, il était vice-président de l'association locale, ce qui l'avait amené à s'occuper des affaires reliées aux associations de professeurs depuis 1980. Pendant l'année où il a été vice-président de l'ACPU, le professeur King a siégé au Comité de la caisse de défense ainsi qu'au Comité de liaison de l'ACPU et de l'équipe de négociation avec la Fédération des associations des professeurs des universités du Québec (FAPUQ).

M. Om Kamra de l'Université Dalhousie a été élu vice-president de l'ACPU. Il a remporté la victoire sur M. David Holden de l'Université Queen's. Le professeur Kamra a déclaré que l'achèvement de la réorganisation entreprise selon les recommandations du comité Bigelow est une tâche d'une grande priorité qui attend l'Association. En outre, poursuit le professeur, trois importantes questions méritent d'être réglées au cours de l'année prochaine: les démarches à entreprendre auprès du gouvernement et des candidates à l'échelon local en prévision de la prochaine élection fédérale, les associations de professeurs des universités de l'Alberta et de la Saskatchewan à réintégrer au sein de l'ACPU et le renforcement de la position de la Coopérative de négociation collective de l'Association.

Le professeur Kamra a siégé au sein du Bureau de direction de l'ACPU de 1984 à 1987. Il était aussi membre du Comité des avantages économiques pendant cette période. Président de la Confédération des associations de professeurs des universités de la Nouvelle-Ecosse (CAPUNE) de 1984 à 1987, il est actuellement président du Comité chargé des affaires avec le gouvernement de la CAPUNE. Pendant ses années à l'Université Dalhousie à titre de professeur de biologie, M. Kamra a oeuvré pratiquement au sein de tous les comités de l'Association des professeurs. Il a été président de cette association de 1982 à 1986.

M. Victor Catano, professeur du département de psychologie de l'Université Saint Mary's a été réelu une seconde fois trésorier de l'Association pour un mandat de deux ans. Il a vaincu M. Richard McGaw de l'Université du Nouveau-Brunswick qui aspirait à ce poste. M. Catano a été membre du Bureau de direction de l'ACPU de 1981 à 1987 et président de la CAPUNE de 1981 à 1984.

Membres ordinaires

Le Conseil choisit trois membres ordinaires en plus des dirigeants susmentionnés. Mme Pamela Smith, de l'Unité d'enquête par sondage et de banque de données de l'Université de Régina a été élue au Comité de direction pour un deuxième mandat, en tant que membre ordinaire. Mme Smith a siégé au Bureau de direction de l'ACPU de 1985 à 1987 et au Comité d'orientation et d'action politique de 1986 à 1987. Elle a été un membre dirigeant de l'Association des professeurs d'université de la Saskatchewan de 1982 à 1985. Elle s'est aussi acquittée de différentes fonctions au sein de l'association locale des professeurs depuis 1977.

M. Bob Kerr, professeur à la faculté de droit de l'Université Windsor a été aussi élu membre ordinaire. M. Kerr a oeuvré au sein de l'ACPU à différents niveaux pendant de nombreuses années. Vice-président aux Affaires internes de 1985 à 1987, il a été membre du Comité de négociation collective de 1978 à 1982, année où il a été élu président de ce comité. Il est resté à sa tête jusqu'en 1985.

M. Richard Powers est le troisième membre ordinaire du Comité. M. Powers, qui enseigne au département de sciences politiques de l'Université Victoria, a été membre du Bureau de direction de l'ACPU de 1983 à 1987. Il est un membre dirigeant de la Confédération des associations de professeurs de la Colombie-Britannique. A l'ACPU, M. Powers a oeuvré en tant que membre du Comité des élections et résolutions ainsi que du Comité de négociations des affaires du personnel.

Présidente du Comité du statut de la femme

En tant que présidente du Comité du statut de la femme, Mme Jane Gordon continuera de faire partie du Comité de direction pour une deuxième année. Elle enseigne au département de sociologie et d'anthropologie de l'Université Mount St. Vincent. Mme Gordon a été élue présidente du Comité du statut de la femme en 1986 pour un mandat de trois ans. Elle a milité pour des associations de professeurs à l'échelle locale et provinciale pendant de nombreuses années.

Président sortant

À titre de président sortant de l'ACPU, M. John Evans siégera au Comité de direction pour une dernière année. Le professeur Evans enseigne au département de psychologie de l'Université Memorial. Il a été vice-président aux Affaires externes de l'ACPU de 1986 à 1987. Auparavant, il avait occupé le poste de trésorier pendant deux ans. Il a été membre du Bureau de direction de l'ACPU et du Comité des élections et des résolutions.

Comités permanents de l'ACPU

Le Conseil a aussi organisé des élections pour pourvoir aux postes de trois comités permanents.

Comité du statut de la femme

Mme Clarissa Green (Sciences infirmières, UCB) et Helen Rosenthal (Sciences physiques, Toronto) ont été choisies pour remplacer deux membres du comité dont le mandat expire cette année, c'est-à-dire Mmes Jennie Homosty (Sociologie, UNB) et Gail Riddell (Education perma-

Voir COMITÉS/8

Penner proposes Education Act in address to Council

by Helen Baxter

The CAUT Council welcomed an old friend and colleague to its May meeting. Roland Penner, a former President of CAUT and former head of the Council of Ministers of Education, shared the podium with Member of Parliament Geoff Scott, who represented Secretary of State Lucien Bouchard, as keynote speaker at the Council.

Prof. Penner served as President of CAUT from 1979-80. Prior to that, he was member and then Chair of the Collective Bargaining Committee.

He entered provincial politics in 1981, winning a seat in the Manitoba legislature. He served as Attorney General in the Pawley Cabinet for a number of years and then for a brief period as Minister of Education. It was during this latter period that he also headed the Council of Ministers of Education. After suffering defeat in the spring election in Manitoba, Prof. Penner returned to his former post in the Faculty of Law at the University of Manitoba.

In his address to Council, Prof. Penner gave particular emphasis to the need for a Canada Education Act, similar in principle to the Canada Health Act.

"There are national and international objectives for higher education shared by all Canadians", he said, "objectives which argue against a too parochial or too rigid view of provincial jurisdiction.

"There is no less reason to accept the concept of national objectives, formulated in a Canada Education Act than there is with respect to the statement of national health objectives in the Canada Health Act," he added.

From left to right: Roland Penner, John Evans, Geoff Scott

Prof. Penner suggested that the forthcoming first meeting of the newly -formed Ministerial Committee on Post-Secondary Education would provide the opportunity to strike a working committee to draft such an act.

"The Quebec City meeting of the Committee is, in my view, of critical importance to the future of postsecondary education in Canada," he said.

In his address, Prof. Penner also expressed concern that "the money needed for university operations, for student access, and for basic research may be used almost entirely for narrower science and technology objectives, with much of that expenditure having little or nothing to do with either the immediate operations of the universities or with their long term social and cultural objectives."

However, he said, the real danger is not that a great deal of the money will be spent on such things as the operating costs of the new Ministry of Industry, Science and Technology or the cost overruns for the new space station, but that "for the most part, the money will not in fact go to the universities for basic research, but, rather, will flow directly to private industry in some loosely articulated and poorly monitored scheme involving some private sector purchase of research from the universities, a scheme which will inevitably tie such research much too closely to immediate market objectives.

"The Silicon Valley experience in California is far from being all sweetness and light, and ought not to be repeated in Canada," he said.

Prof. Penner warned of adverse consequences flowing from Prime Minister Mulroney's January 13 promise to pump $1.3 billion into science and technology because "either directly or indirectly, funding of this magnitude will adversely affect Established Programs Financing (EPF) transfers and funding for basic research."

He added that in the light of the federal government's priorities the money made available to the universities will allow Ottawa to "do an end-run around provincial jurisdiction in the field of education."

Prof. Penner stressed that "maintaining Canada's role as an advanced nation demands that postsecondary education now moves to the top of the national priority list, certainly in terms of federal-provincial shared-cost programs and certainly well ahead of nuclear submarines."

* * *

In his keynote address to Council, Geoff Scott, speaking on behalf of Lucien Bouchard, outlined recent developments in the federal area pertaining to the four key policy issues identified at last fall's Forum on Postsecondary Education held in Saskatoon — accessibility, international students, research and funding, and improving knowledge of the postsecondary system itself.

He noted there was complete agreement on the question of accessibility and that the student assistance issue is being addressed in bilateral federal-provincial discussions and by the new Intergovernmental Consultative Committee.

With regard to international students, Mr. Scott said the federal government has decided not to impose student visa fees and employment restrictions have been eased to permit students to work at their college or university and spouses to work where they please. In addition, after graduating, students may work for a year in Canada to acquire practical experience.

Mr. Scott said the government's matching grants program is operating well and that private sector funding has been sufficient to access the full federal commitment to date.

He reported that representatives from the federal and provincial governments and educational institutions had met recently to exchange the results of their individual studies of the postsecondary system, and that Statistics Canada is cooperating with the Council of Ministers of Education to review the national data base on postsecondary education.

Excerpt from the address to Council of CAUT President John Evans*, May 1988.

We continue to pursue the matter of mandatory retirement through the courts. At present we have been granted leave to appeal to the Supreme Court. It is perhaps indicative of a strain in the relationships that academics have with administrations that we have had to fight this case the long and hard way. University administrations were unwilling to select a test case at the beginning of this endeavour, when it would have been to everybody's advantage to keep the costs and complexity of the case as low as possible. Since the dispute in the cases has been on matters of law, not on the competence of the individuals as academics, choosing a particular individual for a test case, as the CAUT suggested, should not have been impossible.

One aspect of the mandatory retirement issue that is especially troubling is the conservative approach that university administrations have taken to a matter of rights issue. This has developed in recent months to the point where a university president suggested that the provincial government invoke the notwithstanding clause of the constitution in order to ensure that the Charter of Rights not apply to universities — such is the place of enlightment and learning.

The strain between faculty and administrations is also seen in the militancy of faculty associations. This year there have been three faculty strikes: a record number. In addition, two more faculty associations have been granted certificates to act as bargaining agents. In one of these cases, certification was granted only after a long and expensive appearance before the Labour Relations Board. Administrations have a duty to defend the interests of the university as they see them. One wishes that they would perceive these interests in a more liberal light, especially when public money is being spent to defend extremely conservative positions.

*Professor Evans is now Past President and as such continues to be a member of the Executive Committee.

CAUT bids farewell to two staff

Ron Levesque

Vic Sim

by Helen Baxter

CAUT is losing two of its longest standing staff members, Dr. Vic Sim and Dr. Ron Levesque. Vic and Ron have served as associate executive secretaries of the association for many years. They will both be leaving CAUT this summer, Vic to retirement and Ron to a position with the United Nurses of Alberta.

Vic joined the staff of CAUT in 1973 as Associate Executive Secretary and worked primarily with the Academic Freedom and Tenure Committee, acting as Secretary — a role he has continued to the present. He also served as Secretary to the Status of Women Committee in the early 1980's, and for a time as Secretary to the Librarians Committee. He worked for the Teaching Effectiveness Committee, during which time he helped to produce the CAUT document "The Teaching Dossier: a Guide to its Preparation and Use". He assumed the position of Acting Executive Secretary in 1976/77.

In addition to his committee work, Vic played a key role during the 1970's in educating faculty on the benefits of joining CAUT and of building a strong national association to represent faculty. This aspect of his work took him to campuses across the country.

Vic has also, through the years, been involved in a variety of "housekeeping" duties for the association including preparation for Board and Council meetings.

Vic says he found his greatest source of satisfaction during his 15 years at CAUT in his work with the AF&T Committee, and particularly with the various chairmen who have served that committee. This was one of the most fortunate things about the job, he says. "Without exception, the chairmen were all fine people, able and congenial."

In the early days, Vic's involvement with the committee took him frequently to campuses to discuss cases with administrations, faculty associations, and grievors. At that time, the committee's case load was heavy, with 25 or 30 cases being handled at each of its meetings. More recently, the committee's work and Vic's role in it has turned to advising associations on academic freedom matters and developing policies in areas related to academic freedom.

Vic received his Ph.D. in Geography from McGill University.

Before coming to CAUT, he taught physical geography at the University of Western Ontario for ten years, latterly serving as Chairman of the department. Prior to that, he worked for the Geographical Branch of the federal Department of Energy, Mines and Resources. The primary focus of his work there was on field research in Arctic Canada.

Vic's immediate plans upon retirement include a trip to Scotland where he will hike and do some bird watching — a keen interest he first developed during his time in the Arctic.

* * * * * *

Ron joined the CAUT staff in 1976 as research officer for benefits and salaries. He became a collective bargaining officer the following year.

Ron instituted a series of seminars on benefits and salaries, a job which eventually took him to campuses around the country. He organized CAUT's first collective bargaining conference in 1978 and continued to run the conferences for several years.

In connection with his work in

See STAFF/8

L'accord ACPU/FAPUQ

La naissance d'une nouvelle relation avec la FAPUQ

par Sarah Shorten
Négociatrice de l'ACPU auprès de la FAPUQ

La nouvelle entente proposée entre l'ACPU et la FAPUQ (la Fédération des associations de professeurs des universités du Québec) a été adoptée à l'unanimité lors de la réunion du Conseil tenue en mai. Le conseil de la FAPUQ doit procéder à un vote de ratification de l'entente vers la fin de mai. Si cette ratification a lieu tel que prévu, la nouvelle entente régira à l'avenir les rapports entre l'ACPU et la FAPUQ.

Puisque les négociations entreprises entre les représentants de l'ACPU et de la FAPUQ se sont poursuivies jusqu'à la dernière minute, il a été impossible, lors de la réunion du Conseil, de fournir tous les détails au sujet des objectifs de négociation de l'ACPU. Quoiqu'il en soit, je crois que toutes les personnes présentes lors de cette réunion étaient d'avis qu'il s'agit d'une excellente entente, puisqu'elle régira le cadre fonctionnel des rapports entre nos deux organisations.

Pendant la dernière décennie, les rapports ACPU-FAPUQ ont été régis par un Accord (lequel a été renégocié deux fois au cours de cette période). L'ACPU a trouvé fort important ce moyen de coopérer de façon efficace avec la FAPUQ pour exercer des pressions auprès des gouvernements, pour défendre publiquement les universités et pour protéger la liberté universitaire. L'entente fournit également un instrument pour mettre sur pied des services conjoints, échanger des informations ,participer aux processus décisionnels et pour de nombreuses autres facettes des travaux de l'association. Quant à ma dizaine d'années d'expérience en la matière, je crois que nos rapports se sont progressivement améliorés et que notre efficacité conjointe s'est renforcée.

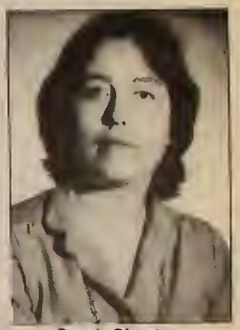
Je m'en voudrais cependant de falsifier le dossier historique en laissant croire que les rapports ACPU-FAPUQ ont été une longue valse d'amour! Bien que les deux parties aient valorisé les aspects positifs susmentionnés, elles ont également ressenti et exprimé leur mécontentement respectif. Les associations membres de l'ACPU ont exprimé, avec une vigueur et une fréquence croissante, leur répugnance de voir renouvellée l'ancienne entente par laquelle l'adhésion à l'ACPU ne coûtait aux membres de la FAPUQ qu'une fraction des frais imputés aux autres personnes vivant ailleurs au pays. D'aucuns ont reconnu qu'à un moment donné, l'incapacité de l'ACPU de fournir services et documentation en français avait pu justifier cette disparité; tel n'est plus le cas, puisque l'ACPU possède depuis quelques années une infrastructure bilingue.

De leur côté, les associations membres de la FAPUQ n'étaient pas unanimement convaincus de l'utilité d'investir lourdement dans une organisation fédérale, ni même de la raison d'être d'une organisation intéressée au démarchage public au-delà de la prestation d'un service élémentaire de négociation.

Pendant une fort lonque période -- une éternité pour certains d'entre nous! — il semblait que les conjonctures politiques respectives des deux équipes de négociation pourraient s'avérer irréconciliables, et une nouvelle entente irréalisable. En mai 1987, le Conseil de l'ACPU annoncait que le 10 mai 1988 était la date-limite pour la renégociation ou l'abandon de l'ancienne entente. Les équipes retournaient à la table de négociation le vendredi 13 mai; seule la confiance réciproque alimentait alors nos pourparlers. Selon le bon mot de l'Américain Yogi Berra, "la partie n'est pas finie jusqu'à ce qu'elle soit finie!" (Tr) ("It ain't over 'til it's over!").

Lorsqu'elle aura été ratifiée par la FAPUQ, la nouvelle entente arrêtera d'importantes garanties constitutionnelles pour la minorité d'expression française au sein de l'ACPU:

- ❑ L'ACPU ne proposera au gouvernement du Canada aucun amendement qui puisse altérer les pouvoirs constitutionnels du Québec dans les secteurs de l'éducation et de la culture sans l'approbation de la FAPUQ.
- ❑ L'ACPU ne fera aucune représentation au gouvernement du Québec sans l'approbation de la FAPUQ ou au gouvernement fédéral sans donner à la FAPUQ le temps nécessaire et la possibilité d'exprimer ses opinions et de transmettre ses documents.
- ❑ De la même façon, la FAPUQ ne fera aucune représentation au gouvernement fédéral sans l'approbation de l'ACPU et informera l'ACPU des positions et des recommendations qu'elle formulera auprès du gouvernement du Québec.
- ❑ L'ACPU ne proposera aucune modification à la situation constitutionnelle de la langue française dans la juridiction fédérale ni dans la constitution de l'ACPU sans l'approbation de la FAPUQ et des associations de professeurs francophones membres de l'ACPU.



Sarah Shorten

L'objet de ces amendements constitutionnels est de faire en sorte que la majorité des membres de l'ACPU ne puissent agir de façon à modifier les droits constitutionnels, dans les secteurs de l'éducation ou de la culture, de la minorité d'expression française sans son approbation expresse.

Voir ENTENTE/13

The CAUT / FAPUQ Accord

CAUT and FAPUQ construct a new working relationship

by Sarah Shorten
CAUT Negotiator with FAPUQ

The proposed new agreement between CAUT and FAPUQ (the Quebec federation of university faculty associations) was endorsed unanimously at the May council meeting. This agreement awaits a ratification vote later in May at the FAPUQ council. Provided that this ratification goes through, the new 'Accord' will govern CAUT-FAPUQ relations for the foreseeable future.

Since negotiations between CAUT and FAPUQ representatives continued up to the last minute, it was not possible at the Council meeting itself to publish details regarding CAUT's negotiating objectives. Nonetheless, I think that everyone at the meeting was of the view that this agreement is a good one — one which will provide for an effective working relationship between our two organisations.

CAUT-FAPUQ relations have during the last decade been governed by an Accord (which has undergone two renegotiations during that period). CAUT has attached considerable importance to this means of maintaining effective cooperation with FAPUQ in lobbying governments, in the public defence of the universities, and in the protection of academic freedom. The Accord has also provided a vehicle for the arrangement of shared services, the exchange of information, participation in decision-making processes, and a variety of other aspects of association work. Over the ten or so years of my own experience in these matters, I would say that relations have steadily improved, and our joint effectiveness has been strengthened.

It would, however, falsify history if one were to suggest that CAUT-FAPUQ relations have been one long honeymoon waltz. While both sides have placed value on the positive aspects sketched above, each has also felt, and voiced, its discontents. CAUT member associations have expressed, with increasing frequency and vigour, their unwillingness to accept a continuation of the old agreement, whereby CAUT membership cost FAPUQ members only a fraction of what it cost people elsewhere in the country. Even those prepared to acknowledge that in the past the patent inability of CAUT to provide services and documentation in French might have justified such a disparity regarded this as irrelevant in light of bilingual development at CAUT in recent years.

For their part, FAPUQ member associations have not been unanimously convinced of the merits of substantial investment in a federal organisation, nor indeed of the merits of an organisation which extends its horizons to public persuasion and beyond the provision of basic negotiating services.

For a long time — to some of us, it seemed like aeons — it looked as though these political realities within which the two negotiating teams found themselves might prove so intractable as to make a new Accord unattainable. CAUT Council in May 1987 had announced a deadline of May 10, 1988 for the renegotiation or abandonment of the old agreement. As the teams returned to the table on Friday, May 13, we were held together in negotiation only by mutual goodwill. However, as Yogi Berra once said, "It ain't over 'til it's over."

The new agreement will, if ratified by FAPUQ, secure important constitutional guarantees for the francophone minority within CAUT:

- ❑ CAUT will not propose to the Government of Canada, without the approval of FAPUQ, any proposal which might alter the constitutional powers of Quebec in the areas of education and culture.
- ❑ CAUT will make no representation to the government of Quebec without the approval of FAPUQ or to the federal government without giving FAPUQ the opportunity and time to express its opinion and forward its documents.
- ❑ Similarly, FAPUQ will make no representations to Ottawa without CAUT approval and will inform CAUT of positions and recommendations it presents to the government of Quebec.
- ❑ CAUT will not propose any alteration of the constitutional position of the French language in the federal jurisdiction or within the CAUT constitution without the approval of FAPUQ and of francophone faculty association members in CAUT.

The purpose of these constitutional amendments was to ensure that the majority in CAUT cannot move to alter the cultural or educational constitutional rights of the Francophone minority without its express approval. In particular the amendments recognize that Quebec is not a province like the others and that this fact requires constitutional guarantees that differ from those provided for universities outside Quebec.

In addition the new Agreement will secure the following:

- ❑ Recognition by both parties of the importance of increasing the membership of both organisations.
- ❑ Arrangements for the inclusion of the opinions of the other organisation in representations made to relevant levels of government (CAUT to the federal, FAPUQ to that of Quebec) and an agreement not to intrude in the other's lobbying without mutual consent.
- ❑ Cooperation in the handling of academic freedom and tenure cases: an appellant may choose where to send his or her case, and only one organisation will take up the case.
- ❑ Arrangements for voting rights in the decision making bodies of each organisation by representatives of the other (reducing these to two such votes for each).
- ❑ Maintenance of a liaison committee with the responsibility for the continuing operation of the agreement.

In these latter respects, and in a number of details, the new agreement preserves many elements of the previous one, and indeed much of its language. There is, however, one crucially important change, which redefines the relationship between the two organisations. As indicated above, the major tension over the past several years between the two organisations, and the difference which threatened to separate us, had to do with money and what it paid for. CAUT members elsewhere in Canada were not prepared for FAPUQ to enjoy a "cut-rate" CAUT membership fee. Many FAPUQ members didn't want to pay that fee, or, for that matter, to be members.

The new agreement provides for associations in FAPUQ to become affiliated with CAUT in the same way as any other association in the country may elect to apply to do this. It no longer applies membership to nor demands dues on a global basis from FAPUQ members. As announced elsewhere in this issue of the *Bulletin*", CAUT Council was happy to be able to welcome three Quebec associations, Bishop's, Concordia and McGill, as regular members, as well as to maintain the membership of Université Laval. I believe it is the hope of both parties to the negotiation of this new agreement that we will see other associations in Quebec also seeking CAUT affiliation in the near future, and that the strategy of this agreement, to dissolve the old deadlocks and disputes, will have been a success. CAUT's enhanced capacity in French, and its maintained liaison with colleagues in Quebec, will, I hope, encourage more and more associations to see the merits and the advantages of working with their colleagues in the other provinces on a fully active and participatory basis at all levels of the CAUT enterprise.

I would be remiss here not to thank all those who shared with me the process of reaching the present proposed agreement. In particular, I would thank Marcel Fournier, Michael Brian and Marc-André Gilbert of FAPUQ, Léonard Goguen (Moncton), Marie-Andrée Bertrand (Université de Montréal) and Peter King — all of whose contributions to the process were finely motivated, and catalytic to the process of ultimate agreement.

(A full text of the Accord can be obtained through your council delegate.)

COMMITTEES.....5

Richard Powers is the Committee's third member-at-large. Prof. Powers, who is with the Department of Political Science at the University of Victoria, was a member of the CAUT Board from 1983-87. He is on the executive of the Confederation of Faculty Associations of British Columbia. At CAUT, Prof. Powers has served on the Elections and Resolutions Committee and the Staff Negotiations Committee.

Status of Women Chair

As Chair of the CAUT Status of Women Committee, Jane Gordon will continue to serve on the Executive Committee for a second year. Prof. Gordon is with the Department of Sociology and Anthropology at Mount St. Vincent University. She was elected for a three-year term as Chair of the Status of Women Committee in 1986. Prof. Gordon has been involved in provincial and local faculty association affairs for many years.

Past-President

As Past-President of CAUT, John Evans will serve a final year on the Executive Committee. Prof. Evans is with the Department of Psychology at Memorial University. He was CAUT Vice-President (External) in 1986-87. Prior to that he served for two years as Treasurer. He also served on the CAUT Board and on the Elections and Resolutions Committee.

CAUT Standing Committees

The Council also held elections to CAUT's three standing committees.

Status of Women Committee

Clarissa Green (Nursing, UBC) and Helen Rosenthal (Physical Sciences, Toronto) were chosen to replace two committee members whose terms ended this year — Jennie Hornosty (Sociology, UNB) and Gail Riddell (Continuing Education, UBC). Jane Gordon of Mount St. Vincent University continues for a final year as Chair of the Committee.

Librarians Committee

Rita Vine (Calgary) was elected Chair of the Committee to replace John Murchie (Nova Scotia College of Art and Design) whose term ended this year. Mr. Murchie was elected to continue as a Committee member.

Academic Freedom and Tenure Committee

Alan Andrews (Theatre Arts, Dalhousie) was elected Chair of the Committee to replace Jon Thompson (Mathematics, UNB) whose term ended this year. Richard Hiatt (Chemistry, Brock) and Bernice Schrank (English, Memorial) were elected to fill the two vacant positions on the Committee. Prof. Thompson served as Chair for three years and as Committee member for several years prior to that. The term of Henry Rogers (Linguistics, Toronto) also ended this year.

Speaker of Council

Fred Wilson of the University of Toronto was elected to a second year as Speaker of Council.

COMITÉS.....5

nente, UCB). Mme Jane Gordon de l'Université Mount St. Vincent continuera de présider aux destinées du comité pour une dernière année.

Comité des bibliothécaires

Mme Rita Vine de Calgary a été élue présidente de ce comité pour remplacer M. John Murchie du College of Art and Design de la Nouvelle-Ecosse dont le mandat prend fin cette année.

M. Murchie a été élu pour continuer à siéger en tant que membre du comité.

Comité de la liberté universitaire et de la permanence de l'emploi

M. Alan Andrews (Arts de la scène, Dalhousie) a été élu président pour succéder à M. Jon Thompson (Mathématiques, UNB) dont le mandat vient à échéance cette année. M. Richard Hiatt (Chimie, Brock) et Mme Bernice Schrank (Anglais, Memorial) ont élus pour combler deux postes vacants au comité. Mais avant d'être président du comité, role qu'il a assumé pendant trois ans, M. Thompson en avait été membre pendant de nombreuses années. Le mandat de M. Henry Rogers (Linguistique, Toronto) a pris fin cette année.

Président d'assemblée du Conseil

M. Fred Wilson de l'Université de Toronto a été élu pour occuper ce poste une deuxième année.

Collective bargaining cooperative meets in May

by Robert Léger
CAUT staff

The two governing bodies of the Collective Bargaining Cooperative — the Policy, Planning and Publications Committee (PPPC) and the Board of Directors — met separately on May 12 prior to the May Council meeting.

The meeting of the PPPC centered on planning the work of its four subcommittees, on salaries, pension and insurance benefits, non-professorial professional staff, and clause writing and rights. It was reported that the first document on pensions was completed and that a second was nearing completion.

The Board of Director's meeting was held following that of the PPPC. Reporting on membership, Chairperson Bob Rodger notified the Board that the faculty associations at the Universities of Toronto and Windsor had decided not to join the Co-op.

There was some discussion of CAUT's plan to offer a phase-in period of three years for the payment of dues by new members of the Association. This plan will affect the funding of the Co-op and required the approval of the Co-op's Board of Directors, which it received.

The Board also addressed the subject of a professional officer to service the Co-op and formulated the qualifications necessary for the post. It was reported that CAUT would be advertising the position in the near future.

The Board discussed the staging of conferences and workshops. It was reported that the Collective Bargaining Conference would be held in Val Morin, Quebec June 12-16.

Finally, the Board agreed in principle with a proposal to hold a workshop on pension plans to take place in early 1989.

STAFF.....6

collective bargaining, Ron assisted over the years with negotiations on campuses of many universities including York, Dalhousie, Winnipeg, Lakehead, Laurentian, Windsor, Mount Allison, Concordia, TUNS, Trent, Ottawa, and Calgary. He helped with interest arbitration at a number of universities. He also assisted in strike planning at Dalhousie, Lakehead, Trent, and TUNS.

Ron was promoted to the position of Associate Executive Secretary for Collective Bargaining and Economic Benefits in 1980. In 1982/83, he served as Executive Secretary.

At this point, Ron helped initiate the lobbying end of CAUT's operations, and activities in this area increasingly occupied his attention. He started "University Notes" in 1985, a loose-leaf information service on various issues of concern and interest to CAUT members. He was the architect of the CAUT Post-Secondary Education Financing Act, produced in the same year. He also planned CAUT lobbying conferences for several years.

Collective bargaining has been Ron's primary interest in his years with the association. He says he especially enjoyed being out on the campuses working directly with the members. He appreciated the variety of work which his job offered, as well as his association with the Executive Secretary of CAUT, Don Savage.

Ron received his M.A. from the University of Western Ontario and his Ph.D. in Political Science from the University of Washington in Seattle. Prior to coming to CAUT, he taught political science at St. Mary's, Bishop's and UBC. He also worked for OXFAM and was research director for the federal caucus of the NDP.

Both men were honoured at the May Council with a special presentation in recognition of their contributions to the Association.

COUNCIL.....1

previously had been substantially lower for FAPUQ members, will, after a short transition period, be the same as elsewhere in Canada.

At a meeting held May 27, the FAPUQ Council ratified the agreement by a vote of 20-0, with two abstentions.

A detailed account of the Accord by Professor Shorten and a commentary by CAUT President Peter King appear elsewhere in this issue.

Election of officers and committee members

Also at the May meeting, the CAUT Council elected a new slate of officers and members-at-large to the eight-member Executive Committee. The membership on the Committee for 1988-89 is as follows: President - Peter King (Manitoba); Vice President - Om Kamra (Dalhousie); Treasurer - Vic Catano (Saint Mary's); Past President - John Evans (Memorial); Status of Women Chair - Jane Gordon (Mount St. Vincent); Members-at-large — Pamela Smith (Regina), Bob Kerr (Windsor), Richard Powers (Victoria).

The Council also elected members to its three Standing Committees.

A story on the new Executive and Committee membership appears on page 5 in this issue.

Review/consideration of CAUT policies

The Council reviewed policies in a number of areas including: privacy and access to information, activities of police and security forces on campus, federal taxation and the university community, federal support for science and research, copyright, centres of excellence, and foreign students. Following up on a practice instituted at its January meeting, the Council held small group discussions on several of the policies.

The Council approved one new policy statement on Conflict of Interest pertaining to Boards of Governors. The text of this policy appears on page 9. Consideration of a number of other policies was deferred until the September meeting. These included policies in the following areas: AIDS, protests of infringement of rights in foreign countries, assessment of academic courses and programs, and a guide for CAUT members conducting research in foreign countries.

Budget for 1988-89

The budget for 1988-89 was approved. It provided for a reduction of the mill rate to 1.60 for the coming year. The reduction was taken at the instruction of the May 1987 Council as part of last year's reorganization.

Staffing Plan

A new staffing plan for CAUT was approved. The plan reduces the number of management staff to two from an original four and provides members of the Executive with functional portfolios. The plan builds on the core functions of CAUT as identified in the constitutional reform. It defines four units within the staff: federal lobbying, rights defence, economic services, administrative infrastructure, and recommends staff levels for each of these units. Provisions are also made for the *Bulletin* and for translation services.

Others matters

The Council received the following reports: Report on Lobbying Activities, a draft of the CAUT Annual Salary Report, Annual Reports from the three Standing Committees, Annual Report of the Executive Secretary, Report on Censured Universities.

The Collective Agreement of Unit 1 of the national office staff was ratified.

The contract of the Executive Secretary, Donald Savage, was renewed for a further six-year term.

CONSEIL.....1

étrangers. Donnant suite à une pratique instituée lors de sa réunion de janvier, le Conseil a tenu des réunions en petits groupes pour examiner plusieurs politiques.

Le Conseil a approuvé un nouvel énoncé de principes en matière de conflit d'intérêt applicable aux bureaux des gouverneurs. Le texte de cette politique est publié en page 9. L'examen d'un certain nombre d'autres politiques a été reporté à la réunion de septembre. Ces politiques comprennent les suivantes: le SIDA, les protestations en matière de violation de droits dans des pays étrangers, l'évaluation des programmes et des cours, ainsi qu'un guide à l'intention des membres de l'ACPU effectuant des recherches à l'étranger.

Budget 1988-1989

Le budget 1988-1989 a été approuvé. Ce dernier prévoit une réduction du taux au mille à 1,60 pour l'année qui vient. Cette réduction a été prévue à la suite des directives du Conseil de mai 1987, dans le cadre de la réorganisation de l'an dernier.

Plan de dotation du personnel

Un nouveau plan de dotation du personnel a été approuvé. Ce plan réduit le nombre de cadres de quatre à deux, et donne aux membres du Comité de direction des fonctions précises. Ce plan repose sur les fonctions principales de l'ACPU, telles que définies par la réforme des statuts. Il crée quatre unités au sein du personnel: le lobbying fédéral, la défense des droits, les services économiques et l'infrastructure administrative; il recommande les niveaux appropriés pour chaque unité. Des dispositions sont également prises pour ce qui est du *Bulletin* et des services de traduction.

Autres sujets

Le Conseil a reçu les rapports suivants: Rapport des activités de lobbying, une version provisoire du Rapport annuel de l'ACPU sur les salaires, Rapports annuels des trois comités permanents, Rapport annuel du secrétaire général, Rapport sur les universités frappées de censure.

La convention collective de l'Unité II du personnel du bureau national a été ratifiée.

Le contrat de M. Donald Savage, le secrétaire général, a été renouvelé pour une autre période de six ans.

Policy statement on conflict of interest

1
Boards of Governors
1.1
Boards of governors should have clear written policies on conflict of interest. Members of boards of governors who have any business dealings with the university or who are shareholders or members of boards of directors in companies having business dealings with the university should declare this interest; and the secretary of the board should maintain an annual listing of the shareholdings and directorships of members of the board. Members of the board should withdraw from meetings when any item pertaining to dealings between the university and themselves or the companies in which they are shareholders or directors is being discussed or voted upon. This action should be recorded in the minutes of the board in order to protect the individual and the board if allegations of improper conduct are raised subsequently.
1.2
Persons with a continuing, substantial business arrangement with a university should not be appointed to its board of governors. This includes, for example, members of the legal firm which acts as solicitor for the university or is retained to carry out its negotiations or litigation, those with ongoing substantial service contracts with the university, and representatives of insurance companies which hold the major university insurance and pension policies.

2
Presidents and Senior Administrators
2.1
The president and those members of the senior administration who have either an independent decision-making power in regard to university contracts with outside business or have the power to recommend such contracts to the board of governors should also be bound by the conflict of interest guidelines in section 1.1.
2.2
In addition, the president, as chief executive officer of the university, should declare all of his or her business interests, shareholdings or similar financial involvements in an annual public statement to the board of governors.
2.3
Neither the president nor those members of the senior administration who have either an independent decision-making power in regard to university contracts with outside business or have the power to recommend such contracts should sit on the boards of directors, be owners, or part owners, substantial shareholders, partners or office holders of companies which have a continuing substantial business arrangement with the university. This should not, however, prevent the president or senior administration officers from sitting on the board of directors of other companies which are not major ongoing suppliers of the university because the president and the senior administration are expected to establish contacts with the business community and to raise funds for the university. Such directorships can be useful in this regard.

3
Academic Staff
3.1
It is appropriate for members of the academic staff who are appointed or elected to boards of governors to participate in the discussion of, and vote on, all matters coming before such boards except matters which effect them personally and individually. It is particularly appropriate for members of the academic staff who are members of boards of governors to participate in discussions and to vote on issues concerned with academic policy and academic criteria since they are appointed or elected to boards precisely to provide the expertise of the academic staff on these issues. Members of the academic staff, other than academic administrators, should, however, not be members of the board of governors team that negotiates collective agreements or staff contracts nor should they be members of the back-up team.
3.2
Faculty members involved in any companies, including those of a research nature, which have contracts with the university should follow the ethical guidelines set out in the CAUT document, "University/Business Relationships in Research and Development", particularly sections 2.2.2., 2.4.2.1 - 3, and 2.7.
3.3
Faculty members who have independent decision-making power in regard to university contracts with outside business not covered in 3.2 or who have the power to recommend such contracts to the board of governors should also be bound by the conflict of interest guidelines in 1.
3.4
Faculty members who sit on boards of directors of businesses or are the owners or part-owners or substantial shareholders in companies other than those covered in 3.2 should be governed by section 1.2 of this guideline and 2.7.1 and 2.7.2 of the document, "University/Business Relationships in Research and Development", *mutatis mutandis*.

Approved by Council, January 1988; revised May 1988.

Énoncé de principes sur les bureaux de gouverneurs: conflits d'intérêt

1
Bureaux des gouverneurs
1.1
Les bureaux de gouverneurs devraient disposer de lignes directrices bien définies par écrit sur les conflits d'intérêt. Les membres qui font des affaires avec l'université ou sont actionnaires dans des compagnies faisant affaire avec l'université devraient déclarer leurs intérêts. En outre, le secrétaire du bureau devrait tenir à jour une liste annuelle des actions détenues et des postes de directeur occupés par les membres du bureau. Les membres du bureau devraient quitter les réunions auxquelles ils assistent lorsqu'un point touchant les affaires conclues entre l'université et eux-mêmes ou les compagnies dont ils possèdent des actions fait l'objet de discussions ou est soumis aux voix. Il faut consigner dans le procès-verbal de la réunion la déclaration de conflit d'intérêt pour protéger le membre visé ainsi que le bureau des gouverneurs si des allégations de mauvaise conduite sont portées par la suite.
1.2
Les personnes qui font des affaires importantes de façon continue avec l'université ne devrait pas être nommées au bureau des gouverneurs. Ces personnes peuvent être, par exemple, des avocats d'un cabinet d'avocats qui agit à titre de conseiller de l'université ou dont les services sont retenus pour s'occuper des négociations ou des litiges, les entrepreneurs engagés par contrat d'une manière permanente pour effectuer des services importants destinés à l'université et les représentants des compagnies d'assurances qui administrent l'assurance principale et les régimes de pension de l'université.

2
Recteurs et cadres supérieurs
2.1
Le recteur et les cadres supérieurs qui ont le pouvoir de prendre des décisions indépendantes quant aux contrats conclus entre l'université et le secteur privé ou qui ont le pouvoir de recommander ces contrats au bureau des gouverneurs devraient aussi être liés par les directives sur les conflits d'intérêts du paragraphe 1.1.
2.2
En outre, le recteur, en sa qualité de chef de l'université, doit déclarer publiquement chaque année au bureau des gouverneurs tous ses intérêts économiques, toutes les actions qu'il détient ou tous ses engagements financiers analogues.
2.3
Ni le recteur ni les cadres supérieurs qui ont soit le pouvoir de prendre des décisions indépendantes quant aux contrats conclus avec le secteur privé ou ont le pouvoir de recommander ces contrats, ne devraient siéger aux bureaux des gouverneurs, être propriétaires ou co-propriétaires, être des actionnaires importants, des associés ou des titulaires de postes de compagnies qui font des affaires substantielles continues avec l'université. Cette situation ne doit pas, toutefois, empêcher le recteur ou les cadres supérieurs de siéger à des conseils d'administration de compagnies qui ne sont pas des fournisseurs importants et permanents de l'université parce que l'on attend d'eux qu'ils nouent des rapports avec le secteur privé et fassent des campagnes de souscription. A cet égard, ces fonctions peuvent être utiles.

3
Personnel universitaire
3.1
Il convient que les membres du corps universitaire nommés ou élus au bureau des gouverneurs participent au débat et votent sur toutes les questions portées à l'attention dudit bureau sauf si ces questions les touchent personnellement. En particulier, il convient que les membres du corps universitaire qui sont membres du bureau des gouverneurs participent aux discussions et votent sur des questions relatives aux politiques et aux critères universitaires puisqu'ils sont précisément nommés ou élus audit bureau pour fournir l'expérience du corps universitaire sur ces questions. Les membres du corps universitaire autres que les administrateurs ne doivent pas, cependant, faire partie de l'équipe du bureau des gouverneurs qui négocie les conventions collectives ou les contrats du personnel et ne doivent pas non plus être membres de l'équipe de soutien.
3.2
Les professeurs à l'emploi de compagnies, dont celles faisant de la recherche, qui ont des contrats avec l'université doivent respecter le code d'éthique énoncé dans le document de l'ACPU intitulé "Les relations entre les universités et le secteur privé en recherche et développement", en particulier les paragraphes 2.2.2, 2.4.2.1-3 et 2.7.
3.3
Les professeurs qui ont le pouvoir de prendre des décisions indépendantes quant aux contrats conclus entre l'université et le secteur privé non couvert par le paragraphe 3.2 ou qui ont le pouvoir de recommander ces contrats au bureau des gouverneurs doivent aussi être liés par les directives de l'article 1 sur les conflits d'intérêts.
3.4
Les professeurs qui siègent au conseil d'administration d'entreprises ou qui sont propriétaires ou co-propriétaires ou actionnaires importants de compagnies autres que celles couvertes par le paragraphe 3.2 doivent respecter le paragraphe 1.2 du présent énoncé de principes ainsi que les paragraphes 2.7.1 et 2.7.2 du document "Les relations entre les universités et le secteur privé en recherche et développement" avec les adaptations nécessaires.

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Status of Women

by Helen Breslauer
Senior Research Officer
OCUFA

Pay equity legislation in Ontario

On January 1, 1988, the *Pay Equity Act of 1987* was proclaimed. It applies to both the public and private sectors, including universities. This legislation took a very long time and much debate before it emerged in its current form. What has resulted is an extremely complex piece of legislation which has been described as a "lawyers and consultants dream."

The *Act* is designed to achieve pay equity for women by comparing female-dominated job classes (ones in which at least 60% of the positions are held by women) with male-dominated job classes (ones in which at least 70% of the positions are held by men). Job classes will be compared on the basis of the skill, effort, responsibility and working conditions needed to perform the work.

The Pay Equity Act sets out to attain equal pay for work of equal value by eliminating wage discrimination on the basis of gender. The legislation is pro-active, that is, it is incumbent upon employers to comply with the *Act* rather than being incumbent upon employees to bring complaints of inequities before action is taken.

University administrations, and other employers in the public sector, have until January 1, 1990 to post pay equity plans and begin making wage adjustments. In unionized workplaces, the employer and the bargaining agent will negotiate the job-comparison system and pay equity plan. In non-unionized workplaces employees have 90 days after the mandatory posting date to submit comments or complaints. There are then further time deadlines to be followed by employers and employees in order to make adjustments to the plan.

A Pay Equity Commission, headed by Dr. George Podrebarac (a former Deputy Minister of Colleges and Universities), has been set up and has two parts: a Pay Equity Office and a Pay Equity Hearings Tribunal. The Office distributes information and provides conciliation services. The Hearings Tribunal, headed by feminist labour lawyer Beth Symes, is a special body established to decide pay equity issues which cannot be settled in the workplace or by the Office.

Prior to the passage of pay equity legislation, a special committee of the Ontario Legislature held hearings and heard submissions about the bill. The Council of Ontario Universities (COU), representing the administrations of Ontario universities, appeared before that committee and argued that university faculty should be excluded from the legislation. OCUFA appeared thereafter and disputed the COU argument. The legislative committee was not persuaded by COU: faculty are *not* excluded from pay equity legislation.

The application of pay equity legislation to the case of faculty, however, is not simple or straightforward. Since pay equity is implemented by comparing job classes occupied mainly by women to those occupied mainly by men, the definition of job class is of paramount concern to the achievement of pay equity. As set out in the *Pay Equity Act*, there are four criteria for determining job class: similar duties and responsibilities; similar qualifications; similar recruiting procedures; and same compensation schedule, salary grade or range of salary rates. The application of these criteria on individual campuses will require careful attention.

All evidence available to us shows that female faculty are paid less than their male colleagues of the same rank. The existence of pay equity legislation at this time offers one method by which some or all of these differentials might be rectified. The remedies offered by the legislation represent a minimum solution, and university faculty are free to negotiate better and more equitable solutions with their administrations. We are seeing a renewed interest in salary anomalies studies — those utilizing multiple regression techniques as well as other methods. Furthermore, in Ontario there is other legislation available, such as the *Employment Standards Act*, which has not yet been fully and creatively utilized to attack pay inequities between female and male faculty.

It is to be hoped that eliminating wage differentials between female and male faculty is an idea whose time has come. OCUFA is sponsoring a workshop/seminar on the compensation of female academic staff to be held in Toronto on September 23-24, 1988. It will explore the issues, strategies and tactics which might be used to ensure equitable compensation for female academic staff at Ontario universities. A working group composed of members of OCUFA's Status of Women Committee and OCUFA's Salary Committee are cooperating in its planning.

Gender gap persists in Ontario universities

by Helen Baxter

Discrimination against women in Ontario universities continues to be a major problem according to the Ontario Council of Universities.

In a document prepared by the Council's committee on the status of women entitled "Employment Equity for Women: a University Handbook", released in April, OCU slams the universities for what it regards as the evident systemic discrimination which persists in the academic environment.

"Universities are not particularly biased or discriminatory environments", the Council says, "yet the most superficial examination shows that there is gender-based discrimination."

The 246-page handbook, prepared mainly for employment equity practitioners, cites recent data showing that:

- Women as a percentage of full-time faculty increased to only 16.6 percent from 12.1 percent between 1971 and 1986.
- 44.5 percent of lecturers are women but only 5.7 percent of full professors are women. Women account for only 14 percent of full-time faculty or tenure-stream appointments.
- No provincially-assisted Ontario university has yet appointed a woman president and only two out of 18 academic vice-presidents are women.

The situation outlined above exists despite the fact that women now make up the majority of Ontario university graduates.

Discrimination against women is also reflected in the universities with regard to non-academic staff and to salaries:

- Women make up 89 percent of clerical employees but only five percent of skilled trades on campuses.
- Women represent 60 percent of non-academic staff but only 10 percent of the upper-level managers.
- More than twice as many women as men full-time academic staff earn under $21,000 and more than four times as many women earn less than $15,000:
- Women full professors earn about $4,000 less per year on average than their male counterparts and women lecturers earn about $3,000 less on average than male lecturers.

The Council is critical of the universities who "find themselves in the anomalous position of preparing women for highly-qualified occupations and professional careers but rarely hiring them for such positions."

The Council emphasizes that the remedies need to be systemic in order to respond to the systemic nature of gender-discrimination. As the Council points out, "the traditions which the universities strive to preserve have their roots in a time when universities were exclusively male institutions. They are the descendants of the monastery, the cloister and the club."

Although most Ontario universities now have some form of employment equity policy, the handbook provides specific step-by-step guidelines for program and policy initiatives which can be taken by employment equity co-ordinators, university administrators, faculty associations or status of women committees. It covers such areas as data collection to back up equity policies and development of equity programs on hiring practices, career development, family responsibilities, compensation and the working environment.

The handbook is aimed mainly at Ontario but anyone with an interest in employment equity will find it a valuable source of general principles and methods as well as specific how-to guidelines which could be applied to any campus.

The handbook can be obtained from the Council of Ontario Universities, 130 George Street, Suite 8039, Toronto, Ontario, M4S 2T4.

Western's record on job equity criticized

by Helen Baxter

The University of Western Ontario's record on employment equity has been strongly criticized in a recent report to University President George Pederson.

The author of the report, Associate Professor of Law Constance Backhouse, examined data and documents back to the 1920's. She says that "underneath the public relations hype, the reality is rather bleak."

The report, "Women Faculty at UWO: reflections on the Employment Equity Award", was prepared in order "to document Western's particular history in this field", and was prompted by the university having received an Ontario government "Employment Equity Award" in 1986.

Prof. Backhouse points out that "not since 1973 has Western bettered the provincial or national average for pereentage of women on faculty." According to data from Western, the percentage of full-time women faculty is lower than it was in the 1930's. "What is there in this record," she asks, "to warrant an award?" At present, women comprise less than 15 percent of full-time faculty, 9 percent of tenure-stream positions and less than 5 percent of the full professors.

In 1984 Western's records showed there were no women faculty in 23 departments and faculties including dentistry, engineering, graduate studies, journalism, classical studies, Russian studies, cancer research, history of medicine and science, nuclear medicine, obstetrics and gynecology, mathematics, physics, zoology, astronomy and geophysics.

Since that time, the university has not released such full data despite repeated requests, she says, although the Senate was notified in February that engineering and dentistry now had women faculty.

Salary discrimination is also evident. Prof. Backhouse cites 1987-88 Faculty Association data showing that women faculty earn up to 20 percent less than their male counterparts of the same age.

After a detailed examination of the administration record to date, Prof. Backhouse concludes "none of the mechanisms historically adopted have made much of a dent in the abysmally low ratio of female faculty."

She suggests a two-pronged approach to correct the situation which would involve both new appointment procedures and new mechanisms to increase the pool of new appointments available. Among the proposals are:

- Where women faculty resign or retire, they must be replaced by women.
- 50 percent of all new appointments should be women unless detailed reasons can be given for an imbalance.
- Academic units with low or non-existent recruitment of women should be placed into temporary trusteeship with respect to hiring.
- A fund-raising program specifically designed to provide at least 10 permanent endowed chairs for women faculty be initiated.
- Tenure review and early retirement procedures be designed to open up more positions to women.

Prof. Backhouse emphasizes that opponents of affirmative action "fail to realize that if women are to make substantial gains in the academic field, men must lose ground correspondingly." She also points out that both the Ontario Human Rights Code and the Canadian Charter of Rights and Freedoms recognize the validity of affirmative action programs.

Two reports released in April, and reviewed here, are strongly critical of the lack of progress in employment equity with regard to women in the university environment. The Ontario Council of Universities published a detailed handbook for employment equity practitioners containing data on inequities in hiring and salaries and extensive guidelines for developing policies and programs in a number of areas to improve the situation for women faculty and support staff. At the University of Western Ontario, Law Prof. Constance Backhouse prepared an historical critique of that university's weak record in its recruitment and treatment of women faculty. She offers some suggestions to UWO president George Pederson to strengthen the record for the future.

Deux rapports publiés en avril critiquent fermement l'absence de progrès en matière d'égalité en emploi dans le cas des femmes à l'université.

Le Conseil des universités de l'Ontario a publié un guide complet pour les intervenants en matière d'égalité en emploi qui contient des données sur les inégalités dans l'embauche et les salaires. Ce guide présente des lignes directrices exhaustives pour l'élaboration de politiques et de programmes dans un bon nombre de domaines visant à améliorer la situation des professeures et du personnel de soutien féminin. Mme Constance Backbouse, professeure de droit à l'Université Western Ontario, a rédigé une critique historique du pauvre bilan des universités en matière de recrutement des professeures et sur le traitement qu'elles leur réservent. Elle avance quelques suggestions à l'intention du recteur de l'université, M. George Pederson, pour que l'établissement fasse meilleure figure à l'avenir.

Two viewpoints on the Meech Lake Accord

The 1987 Constitutional Accord and Sexual Equality Rights

Beverley Baines

by Beverley Baines
Faculty of Law
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The proponents of the Meech Lake Accord have converted what began as the recent "Quebec round" of constitutional negotiations into the "men's round" because they refuse to provide a cogent answer to the question: why does the Accord protect aboriginal and multicultural, but not women's rights from the reach of the linguistic duality and distinct society clauses?

Indeed, some of the proponents of the Accord would even deny that there is any problem that needs to be resolved. For example, when the federal Minister of State for Federal-Provincial Relations, Senator Lowell Murray, first appeared before the federal Joint Committee on the Accord last August, he made the categorical statement that "no group has been pushed to the back of the bus." More recently, *The Globe and Mail* editorialized about "the mischievous and simple-minded falsehood that Meech Lake discriminates against women."

These are strong words: and so, in what follows, I want to refute them by examining such information as is available about how the eleven First Ministers dealt with women's charter-based equality rights during the course of the recent constitutional negotiations.

First, let me state that there is a complete absence of first-hand information. At no time has any one of these eleven men ever admitted that the question of women's Charter-based equality rights was explicitly addressed before the Accord was signed on June 3rd.

Under these circumstances, I remain convinced that these men simply forgot about us, just as their predecessors did in November 1981 when they were negotiating the Charter's override provision.

Second, there is clear evidence that the First Ministers did consider whether to exempt the whole Charter. This evidence was given to the federal Joint Committee by the Secretary to the Cabinet for Federal-Provincial Relations, Dr. Norman Spector, who was present in the room when the First Ministers were negotiating the terms of the Accord on the night of June 2nd-3rd.

According to Dr. Spector's testimony, after the First Ministers had agreed to exempt aboriginal and multicultural rights in section 16 of the Accord, "the issue came up of whether the entire Charter was exempted." That option was rejected because, as Dr. Spector put it, "it was not acceptable and it was a deal-breaker." Apparently the First Ministers believed that exempting the entire Charter would make Quebec "arguably worse off than it was in 1982, since it now can plead before the courts in Charter cases that it is a distinct society."

Third, it is possible to draw inferences from the remaining evidence that is available. In particular, when Dr. Spector testified that aboriginal and multicultural rights were exempted "to be frank, for political reasons," he left open the possibility that these self-same "political reasons" might also explain why women's rights were not exempted. Accordingly, it is worth speculating about the nature of these "political reasons."

One possibility is that these "political reasons" implicitly rebuke women for failing to lobby the First Ministers for an exemption before the Ottawa meeting. But there is a major problem with that suggestion. Unlike the aboriginal and multicultural lobbies, the women's lobby was not represented by any concerned insiders during the course of the Accord negotiations.

Not surprisingly, therefore, women had no warning when the First Ministers decided to change the terms of the Accord between their Meech Lake meeting at the end of April and their Ottawa meeting at the beginning of June. As a consequence, it was not until the final version of the Accord was published on June 3rd that women learned of the newly created exemption for the aboriginal peoples and multiculturalism. By then, of course, it was too late for women to forestall their omission.

Alternatively, it is possible that the phrase "political reasons" was intended to mean that women have already achieved equality. However, those who subscribe to this suggestion should look around them. As long as women remain so vulnerable to sexual assault, wife battering, sexual harassment, occupational ghettoization, income deprivation, and pornographic degradation, it cannot be said that gender equality has even been sought, let alone achieved.

Nor have women achieved equality in law, although both Dr. Spector and Senator Murray would have us believe otherwise. On the final day of hearings before the federal Joint Committee, both men argued that section 28 is the "strongest" section of the Charter. Unfortunately, however, neither witness provided any evidence to substantiate his claim.

Indeed, my research would suggest that such evidence is simply non-existent. Between April 17th, 1982 when the Charter came into effect and September 1st, 1987 when Senator Murray and Dr. Spector appeared for the final time before the federal Joint Committee, the courts had decided at least twenty-one reported cases that referred to or relied upon section 28. Although three of these cases should be ignored because they involved no discernible sex equality issue, the remaining eighteen cases provide a more than adequate basis for assessing the current picture of the "strength" of section 28. And that picture is completely inconclusive.

In the first place, there is as yet no authoritative interpretation of section 28 by the Supreme Court of Canada.

In the second place, these cases were monopolized by men. Not only were male litigants four times more likely than women to invoke the issue of sex equality; but also forty-two of the forty-four judges who decided these cases at the various levels of the court system were men. Under these circumstances, therefore, it would be impossible to generalize from these cases to cases involving female litigants and judges.

That said, nevertheless, one clear conclusion does emerge from the collective jurisprudence of these eighteen cases. It seems that the judges were extremely reluctant to discuss the meaning of section 28.

Eight of these cases contained absolutely no discussion about the meaning of section 28,

See BAINES/13

by Senator Lowell Murray

In her March article in the *CAUT Bulletin*, Professor Beverley Baines challenged me to answer the question: Why did the First Ministers protect aboriginal and multicultural rights, but not women's rights, from the reach of the linguistic duality and distinct society clauses of the 1987 Constitutional Accord?

I have neither avoided nor evaded this question as she suggests. I addressed it during both my appearances before the Special Joint Committee of the House of Commons and Senate on the Accord and, more recently, before the Senate Committee of the Whole.

To recapitulate what I said on those occasions, the aboriginal and multicultural provisions of the Charter were included in clause 16 of the Accord because they are interpretation clauses, like the proposed new linguistic duality/distinct society clauses. They also share a linguistic and cultural dimension with the latter.

Clause 16 ensures that these aboriginal and multicultural provisions will continue to be taken into account by the courts as they have been in the past. The Accord means that in the future the Charter will be interpreted in the light of Canada's linguistic duality and Quebec's distinctiveness, as it is now interpreted in the light of Canada's multicultural heritage and aboriginal rights. To me, this is both reasonable and a reflection of Canada "as it is", to use the words of the Special Joint Committee's report.

It would have been illogical to have added the sex equality rights provisions of the Charter to clause 16 because, as substantive rights clauses, they share none of the common characteristics of the multicultural and aboriginal clauses of the Charter, and the proposed new linguistic duality/distinct society clauses. As Ian Scott, the Ontario Attorney General, stated in his May 4 brief to the Ontario Select Committee on Constitutional Reform: "The purpose of Clause 16 is not to imply a derogation from other clauses of the Charter. The purpose of Clause 16 is to protect the position of cultural groups who do not identify themselves as either English-speaking or French-speaking."

Moreover, it was unnecessary to add sexual equality rights to clause 16 because as substantive rights - enjoying the highest degree of protection among Charter rights because of the combined effect of sections 15 and 28 - they are not overridden or trumped by mere interpretation clauses.

As Katherine Swinton of the University of Toronto Faculty of Law said at a symposium on the Accord last October 30 in Toronto: "It was always possible for Quebec to try to justify its laws under s. 1 of the Charter by arguing that the purpose was to protect a distinct society and to preserve Quebec's distinct culture and language. Indeed, such an argument was advanced in *Quebec Association of Protestant School Boards*. The addition of the distinct society clause makes explicit the relevance and legitimacy of such an argument, but it does not ensure that the claim for diversity will outweigh the individual's claim to protection of his or her rights."

I believe Professor Baines engages in revisionist history when she states the distinct society clause "is not the focal point of women's concerns". For example, in their appearances before the Special Joint Committee of the House and Senate on the Accord, both NAWL (National Association of Women and the Law) and LEAF (Women's Legal Education and Action Fund) clearly focussed their worst-case scenario examples on the possible use of the distinct society clause by a future Quebec government.

It is true, however, that some women have also raised questions about the effect of the linguistic duality clause on their equality rights. As with the distinct society clause, this provision is an interpretation clause and and thus cannot override or supersede substantive rights in the Charter such as sex equality rights. It is

Lowell Murray

incorrect to suggest that a clause recognizing Canada's linguistic duality and affirming the role of legislatures to preserve this fundamental characteristic could be used in any way to authorize or justify sex-based discrimination in legislation or other government action.

I have great difficulty understanding the examples on this point provided by critics of the Accord, some of which Professor Baines referred to in her recent testimony before the Ontario Select Committee on Constitutional Reform. She cited examples given by Mary Eberts and John Laskin in a legal opinion for the Ad Hoc Committee of Canadian Women on the Constitution.

Eberts and Laskin suggested that governments could use the linguistic duality clause to justify cancelling an affirmative action program to increase the number of women in senior government jobs in favour of one that is language-oriented. This example is based on the premise that existing affirmative action programs are now constitutionally immune from change. This is incorrect. While affirmative action programs are authorized under section 15(2) of the Charter, they result from the exercise of *discretionary* power by legislatures or governments. In other words, nothing requires their implementation or continuation. To say that the linguistic duality clause will change this present legal and political reality is misleading and incorrect.

Another example cited concerns day care. Eberts and Laskin claimed the linguistic duality clause will provide additional grounds for governments to "ration" day care, in this case to give priority to children of parents with neither English nor French as their mother tongue — thus enabling the parents to take language instruction. Governments would ostensibly do this to preserve Canada's linguistic duality, and, it is claimed, English- or French-speaking women would be unjustly discriminated against as a result. Assuming the far-fetched scenario that a government were to so ration day care, how could it be argued that the distinction in favour of the children of certain parents is based on sex? The distinction would be justified not on the basis of sex but because the parents' mother tongue was Chinese, Polish or whatever, and not English or French.

To repeat, the Govemment does not believe these examples are sound because they are based on the faulty legal assumption that something in the linguistic duality clause will authorize, or could be used to justify, sex-based discrimination in legislation or other government action.

See MURRAY/13

Deux points de vue sur l'Accord du lac Meech

L'accord constitutionnel de 1987 et le droit à l'égalité des sexes

Beverley Baines

par Beverley Baines
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Les auteurs de l'Accord du lac Meech ont tranformé ce qui avait commencé comme la récente "ronde québecoise" de négociations constitutionnelles en "ronde des hommes", parce qu'ils ont refusé de répondre dc façon convaincante à la question suivante: pourquoi l'Accord protège les droits des autochtones et des groupes multiculturels, par les clauses de la dualité linguistique et de la société distincte, mais non ceux des femmes?

En fait certains auteurs de l'Accord refuseraient même d'admettre l'existence d'un problème quelconque qui mériterait d'être résolu. Par exemple, le ministre d'Etat aux relations fédérales-provinciales, le sénateur Lowell Murray, a déclaré catégoriquement lors de sa première comparution, en août dernier, devant le Comité mixte spécial du Sénat et de la Chambre des communes sur l'Accord constitutionnel de 1987, qu'aucun groupe n'a été relégué à l'arrière de l'autobus. Plus récemment, le *Globe and Mail* consacrait un éditorial aux allégations mensongères, méchantes et absurdes par surcroît, que l'Accord du lac Meech établit une discrimination contre les femmes.

Je veux démontrer la fausseté de ces accusations en examinant, d'après les informations dont nous disposons, la façon dont les onze premiers ministres ont traité les droits des femmes à l'égalité, qui sont reconnus par la Charte, au cours de leurs récentes négociations constitutionnelles.

Je dois tout d'abord affirmer qu'il existe une carence totale d'information de première main sur la question. Personne, parmi ces onze hommes, n'a jamais admis à aucun moment que la question des droits à l'égalité des femmes reconnus par la Charte, a été clairement soulevée avant la signature de l'Accord le 3 juin de l'année dernière.

Dans ces circonstances, je demeure convaincue que ces hommes nous ont tout simplement oubliées, comme l'on fait leurs prédécesseurs en novembre 1981 au moment de négocier les clauses dérogatoires à la Charte.

En second lieu, il est manifeste que les premiers ministres s'étaient penchés sur la question de l'exclusion de l'ensemble de la Charte, d'après la déclaration faite devant le Comité mixte par le secrétaire du Cabinet pour les relations fédérales-provinciales, M. Norman Spector, qui assistait à la séance de négociation des clauses dc l'Accord dans la nuit du 2 au 3 juin 1987.

Selon M. Spector, la question de l'exclusion de l'ensemble de la Charte à l'application de la disposition relative à la société distincte, a été immédiatement soulevée après que les premiers ministres eurent acceptés de soustraire à cette disposition les droits des autochtones et des groupes multiculturels à l'article 16 de l'Accord.

Cette option n'avait pas été retenue, car au dire de M. Spector, elle n'était pas acceptable et aurait faire échouer les négociations. Apparemment, les premiers ministres ont cru que le fait de soustraire l'ensemble de la Charte aurait placé le Québec dans une situation pire que celle qui existait en 1982, étant donné que maintenant, il peut invoquer la société distincte dans les cas juridiques concernant la Charte.

Il est possible, en troisième lieu, de tirer des conclusions à partir du reste de la preuve que nous possédons. En particulier, lorsque M. Spector déclare qu'en toute franchise la référence aux droits des autochtones et des groupes multiculturels a été inserée à l'article 16 pour des raisons politiques, il laisse envisager la possibilité que ces mêmes raisons intrinsèquement politiques pourraient servir à expliquer la non exclusion des droits des femmes. Par conséquent, cela vaut bien la peine de s'interroger sur la nature de ces "raisons politiques".

Il se peut que ces "raisons politiques" aient indirectement porté les femmes a renoncer à faire pression auprés des premiers ministres, avant leur rencontre à Ottawa, en vue de l'adoption d'une clause dérogatoire. Mais, cette hypothèse soulève un problème de taille. A la différence des groupes de pression des autochtones et de ceux représentant les intérêts du multiculturalisme, le groupe de pression des femmes brillait par son absence au cours des négociations de l'Accord.

Cela ne surprend guère que les femmes n'aient pas eu vent du changement des dispositions de l'Accord, entre le moment où il a été décidé par les premiers ministres pendant leur réunion au lac Meech à la fin d'avril, et leur réunion à Ottawa au début de juin. Par conséquent, ce n'est qu'après la publication de l'Accord, le 3 juin, que les femmes ont appris les nouvelles dispositions de protection dont bénéficiaient les autochtones et les groupes multiculturels. De ce fait, il était evidemment trop tard pour les femmes d'obvier à leur oubli.

On peut supposer que l'expression "raisons politiques" avait pour but de signifier que les femmes étaient déjà parvenues à l'égalité. Toutefois, les personnes qui partagent cette suggestion feraient mieux de regarder autour d'elles. Tant que les femmes continueront d'être tellement sans défense face à la violence conjugale et sexuelle, les harcèlements sexuels et cantonnées dans certains types d'emploi, tant que leurs revenus continueront d'être insuffisants et qu'elles feront l'objet de dégradation pornographique, on ne pourra pas dire que l'objectif en matière d'égalité des sexes a été poursuivi, voire même atteint.

Les femmes n'ont pas encore obtenu l'égalité en droit, quoique M. Spector et le sénateur Murray voudraient nous faire croire le contraire. Le dernier jour des audiences du Comité mixte, les deux hommes ont soutenu que l'article 28 est l'article le "plus fort" de la Charte. Malheureusement, toutefois, aucun de ces deux témoins n'a pu fournir des preuves à l'appui de cette affirmation.

En fait, ma recherche me permet de douter tout simplement de l'existence de telles preuves. Entre la date d'entrée en vigueur de la Charte, le 17 Avril 1982, et celle de la dernière comparution du sénateur Murray et de M. Spector devant le Comité mixte, les tribunaux avaient statué sur au moins 21 cas signalés qui se rapportaient ou se fondaient sur l'article 28. Certes, on ne devrait pas tenir compte de trois de ces cas étant donné qu'ils ne posaient aucun problème tan-

Voir LAC MEECH/14

par le sénateur Lowell Murray

Le professeur Beverley Baines m'a mis au défi, dans son article paru en mars dans le *Bulletin* de l'Association canadienne des professeurs d'université, d'expliquer pourquoi les premiers ministres avaient décidé de soustraire, dans l'Accord constitutionnel de 1987, les droits des autochtones et le multiculturalisme, mais non les droits des femmes, à la portée des dispositions sur la dualité linguistique et la société distincte.

Contrairement à ce que le professeur Baines laisse entendre, je n'ai jamais cherché à éviter la question, à laquelle j'ai d'ailleurs épondu devant le Comité mixte spécial du Sénat et de la Chambre des communes de l'entente constitutionnelle et, plus récemment, devant le Comité plénier du Sénat.

Pour récapituler ce que j'ai dit en l'une et l'autre occasions, les dispositions de la Charte sur les droits des autochtones et sur le multiculturalisme ont été incluses dans l'article 16 de l'Accord parce que ce sont des dispositions d'interprétation, tout comme les nouvelles dispositions sur la dualité linguistique et la société distincte, avec lesquelles elles ont, en outre, une parenté linguistique et culturelle.

L'article 16 garantit que les tribunaux continueront à tenir compte, comme par le passé, des dispositions sur les droits des autochtones et le multiculturalisme. L'Accord prévoit que la Charte devra être interprétée en tenant compte de la dualité linguistique du Canada et du caractère distinct de la société québécoise comme elle l'est à l'heure actuelle en tenant compte du patrimoine multiculturel du Canada et des droits des autochtones. Cela m'apparaît tout à fait raisonnable et reflète bien la réalité canadienne, comme le dit le Comité mixte spécial dans son rapport.

Il aurait été illogique d'inclure le droit à l'égalité des sexes dans l'article 16 parce que c'est un droit de fond qui ne s'apparente en rien aux droits en matière de multiculturalisme et à ceux des autochtones prévus dans la Charte, ni aux nouvelles dispositions sur la dualité linguistique et la société distincte. Comme le dit le procureur général de l'Ontario, Ian Scott, dans son mémoire du 4 mai au Comité spécial ontarien sur la réforme constitutionnelle, l'article 16 ne vise pas à autoriser une dérogation aux autres dispositions de la Charte mais bien à protéger les groupes culturels qui ne s'identifient ni aux anglophones, ni aux francophones.

De plus, il est inutile d'ajouter le droit à l'égalité des sexes à l'article 16 parce que ce droit de fond est le mieux protégé des droits garantis par la Charte, par l'effet combiné des articles 15 et 28, et ne peut donc être supplanté ni annulé par de simples clauses d'interprétation.

Comme l'a dit Katherine Swinton, de la Faculté de droit de l'Université de Toronto, au cours d'un colloque sur l'Accord, tcnu le 30 octobre dernier à Toronto: "Aux termcs de l'article 1 de la Charte, le Québec a toujours pu invoquer à l'appui des lois qu'il adopte l'argument selon lequel l'objet de celles-ci est de protéger une société distincte et de sauvegarder la culture et la langue distinctes des Québécois. Même que cet argument a été invoqué dans l'affaire de *l'Association des commissions scolaires protestantes du Québec*. Si l'ajout de la disposition de la société distincte confirme la pertinence et la légitimité de cet argument, il ne garantit pas, en revanche, que le droit à la différence l'emportera sur celui de l'individu à se défendre."

Je crois que le professeur Baines déforme quelque peu la réalité quand elle affirme que la disposition sur la société distincte n'a pas été le centre des inquiétudes des groupes de femmes. Dans leur témoignage devant le Comité mixte spécial de la Chambre et du Sénat, tant l'ANFD (Association nationale de la femme et le droit) que le FAEJ (Fonds d'action et d'éducation juridiques pour les femmes), par exemple, ont

Lowell Murray

fait clairement porter leurs scénarios les plus alarmants sur la possibilité que le gouvemement du Québec puisse un jour se servir de la clause sur la société distincte au détriment des femmes.

Il est vrai cependant que certaines femmes ont exprimé des inquiétudes au sujet de l'effet éventuel de la clause de dualité linguistique sur le droit à l'égalité des sexes. Mais cette clause, tout comme celle qui porte sur la société distincte, n'est qu'une disposition d'interprétation et ne peut donc ni supplanter ni annuler des droits de fond garantis par la Charte comme le droit à l'égalité des sexes. On est mal venu de laisser entendre qu'une disposition qui reconnaît la dualité linguistique du Canada et affirme le rôle des législatures de préserver ce caractère fondamental pourrait servir d'une quelconque façon à autoriser ou à justifier une discrimination fondée sur le sexe dans une loi ou toute autre mesure gouvemementale.

Je comprends difficilement les exemples avancés à cet égard par les adversaires de l'Accord. Dans son récent témoignage devant le Comité spécial ontarien sur la réforme constitutionnelle, le professeur Baines en a d'ailleurs cité quelques-uns, tirés d'une opinion juridique émise par Mary Eberts et John Laskin à l'intention du *Ad Hoc Committee of Women on the Constitution*.

Eberts et Laskin avancent que les gouvemements pourraient recourir à la disposition sur la dualité linguistique pour annuler, en faveur d'un programme axé sur la langue, un programme d'action positive visant à faire augmenter le nombre de femmes aux échelons supérieurs de la Fonction publique. L'exemple s'appuie sur l'hypothèse que la Constitution interdit de toucher aux programmes actuels d'action positive. Ce n'est pas le cas. Bien que le paragraphe 15(2) dc la Charte autorise la création de programmes d'action positive, il s'agit là d'un pouvoir *discrétionnaire* des gouvemements. En d'autres termes, les gouvemements ne sont tenus ni de les créer, ni de les conserver. Prétendre que la disposition sur la dualité linguistique changera quoi que ce soit à cette réalité juridique et politique est à la fois trompeur et faux.

On cite aussi l'exemple de la garde d'enfants. Eberts et Laskin affirment que la disposition sur la dualité linguistique fournira aux gouvernements une arme supplémentaire pour "contingenter" les places en garderie, en l'occurrence pour donnor la priorité aux enfants de parents dont la langue matemelle n'est ni l'anglais ni le français, ce qui permettrait ainsi à ces parents de suivre des cours de langue. La mesure serait prise, prétend-on, dans le but avoué de protéger la dualité linguistique du

Voir ACCORD/14

Function of University of Calgary library council

The section on the University of Calgary's library council in Robert Moore's article on library councils in the May *Bulletin* was incomplete. Below is the full version of that section:

At Calgary, the Library Council interacts with the General Faculties Council Library Committee, elects standing or ad hoc committees and provides a forum for discussion by professional librarians. Under the authority of the General Faculties Council and Director of Libraries, members of the Library Council share in the creation, development and implementation of policy, especially that which affects duties, responsibilities or professional prerogatives of all academic staff in the University Library.

The Library Council at Calgary includes all academic staff in the University library. Others may attend, such as support staff and managers, but they are ineligible to vote. The Director chairs its meetings. The Assistant Director serves as Vice-Chair. The elected Secretary assists the Chair and distributes copies of the Council's minutes to the Chair of the General Faculties Council Library Committee.

The Library Council meets at least four times per year, usually on a regular monthly basis. It may meet more frequently at the Chair's discretion. Meetings also may be called by the Secretary upon the signed written request of five members. The Council biennially elects representatives for external university committees, including one member and an alternate for the General Faculties Council Library Committee.

The Faculty Association members of the Library Council annually elect a representative to liaise with that body. The Council also elects two members to serve on the Committee on Professional Conditions, a Standing Committee of Council. The Director also appoints two members to that committee. The Library Liaison Representative to the Faculty Association is its fifth member. This committee may strike sub-committees with additional members of the Library Council to address specific issues.

Furthermore, the Library Council annually elects six members to serve on the Selection, Promotions and Appointment Review Committee. The Director of Libraries selects representatives and alternates to the Selection, Promotion and Appointment Review Committees from this elected pool. All members are eligible for nomination, except individuals holding positions as Area Head or Assistant Director. Nominations are From two categories of appointments: (1) limited term or probationary and (2) "without definite term". Nominations to the committee consist of three representatives from the first category and five from the second. The elected candidate with the most votes in each category serves for two years, the others for one.

Council also elects representatives to its Travel Committee, Nominating Committee, and Agenda Committee. Appointments to various other committees are made by the Director. Appointees normally serve for one year. Their terms of office typically correspond with those of elected members. The library has representatives on many of the other Faculty Councils at Calgary. The Director usually appoints these people for two year terms.

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Plus précisément, ces amendements reconnaissent que le Québec n'est pas une province comme les autres et que cette réalité exige des garanties d'ordre constitutionnel différentes de celles prévues pour les universités hors Québec.

De plus, l'entente arrête ce qui suit:

- ❑ Une reconnaissance par les deux parties de l'importance d'accroître les adhésions aux deux organisations.
- ❑ Des dispositions visant à inclure les opinions de l'autre organisation pour ce qui est des représentations effectuées auprès des niveaux de gouvernement intéressés (soit le fédéral pour l'ACPU, et le Québec pour la FAPUQ), ainsi qu'une entente de non-intervention dans le lobbying de l'autre organisation sans un consentement réciproque.
- ❑ Une coopération relativement aux cas de permanence ou de liberté universitaire: le demandeur (ou la demanderesse) peut choisir l'instance décisionnelle, mais une seule organisation traitera le cas en question:
- ❑ Des dispositions relatives aux droits de vote au sein des instances décisionnelles de chaque organisation par les représentant(e)s de l'autre (soit deux votes par organisation).
- ❑ La création d'un comité de liaison ayant la responsabilité de la bonne marche de l'entente.

Pour ce qui est de ces derniers et d'un certain nombre de détails, la nouvelle entente contient de nombreux éléments du dernier Accord, et sa formulation est semblable. Un changement extrêmement important a été apporté, lequel redéfinit le rapport entre les deux organisations. Tel qu'indiqué précédemment, la principale source de tension depuis plusieurs années entre les deux organisations et la différence qui aurait pu nous séparer était une question d'argent et d'attribution du budget. Les membres de l'ACPU ailleurs au Canada n'étaient pas disposés à offrir à la FAPUQ des frais d'adhésion préférentiels. De nombreux membres de la FAPUQ ne voulaient pas verser ces frais ou même adhérer à l'ACPU.

La nouvelle entente prévoit que les associations membres de la FAPUQ s'affilient à l'ACPU de la même façon que toute autre association du pays peut choisir de soumettre une demande en ce sens. L'entente n'exige plus que les membres de la FAPUQ appartiennent en bloc à l'ACPU et versent des frais d'adhésion. Tel qu'indiqué ailleurs dans le présent *Bulletin*, le Conseil de l'ACPU s'est dit heureux d'accueillir trois associations québécoises à titre de membres en bonne et due forme, soit Bishop's, Concordia et McGill, et de renouveler l'adhésion de l'Université Laval. Je crois que les deux parties à la négociation de cette nouvelle entente espèrent que d'autres associations québécoises chercheront bientôt à s'affilier à l'ACPU, et que la stratégie visée par cette entente réussira à éliminer les vieilles querelles et impasses. L'amélioration de la capacité d'expression française de l'ACPU, et son rapport soutenu avec les collègues québécois inciteront, je l'espère, un nombre croissant d'associations à découvrir l'utilité et les avantages d'une collaboration avec leurs collègues des autres provinces, de façon active et engagée, à tous les niveaux d'activité de l'ACPU.

J'aimerais remercier toutes les personnes avec lesquelles j'ai travaillé pour en arriver au présent Accord. Je pense ici à Marcel foumier, Michael Brian et Marc-André Gilbert de la FAPUQ, Léonard Goguen (Moncton), Marie-Andrée Bertrand (Université de Montréal), et Peter King (Manitoba); leurs contributions au processus procédaient d'une motivation intelligente, et ont été des catalyseurs du processus final.

(On peut se procurer le texte complet de l'Accord en s'adressant aux délégués du Conseil).

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despite references to the existence of section 28 and/or to the exact wording of the section. Another nine provided only minimal commentary, ranging in length from a phrase to a paragraph or so and always phrased in the turgid legal prose of section numbers.

Moreover, in these nine cases the judges set out contradictory views of the meaning of section 28. For example, in a case decided before section 15 of the Charter came into effect on April 17th, 1985, the Nova Scotia Supreme Court Appeal Division held that section 28 could only be effective *after* April 1905; while in a case decided after April 1985, the British Columbia Court of Appeal held that section 28 was of particular importance *before* April 1985.

Similarly, the judges in these nine cases also disagreed over whether section 28 overrode section 1 of the Charter, with at least one Ontario High Court judge holding that it did not, while several other judges held that it did. And at least one Ontario Court of Appeal judge clearly stated that section 28 could not stand alone.

Needless to say, these contradictions fail to inspire confidence in the "strength" of section 28, at least as it has been perceived by the judiciary thus far.

Furthermore, there has only been one case, the *Nova Scotia Family Benefits Reference*, in which the court did devote some time to a positive discussion of the meaning of section 28. Thus, it seems premature not only to draw any reliable conclusions about the "strength" of section 28, but also to attribute any particular meaning to it.

Of course, I am willing to be proved wrong. But that could only happen if one of the eleven First Ministers were willing to direct a reference case to the courts to resolve the question - which is really a judicial question anyway - of whether the Accord puts women's Charter-based equality rights at risk.

There is recent precedent for directing such a reference in the form of the *Patriation Reference Case* of 1981. As well, there is an important historical precedent for directing a reference case on behalf of women, namely, the famous *Persons Case* of 1928.

In the absence of a reference case, however, the proponents of the Accord have failed to provide any satisfactory answer to the question of why women's rights were not treated the same as aboriginal and multicultural rights.

By contrast, to date women have put in hundreds of hours preparing for and appearing before the federal Joint Committee, the Ontario Special Committee, the Prince Edward Island Committee and the Senate committees, as well as meeting with various politicians, groups and individuals; and, in so doing, we have answered every question and met every challenge that has been put to us.

We have demonstrated that section 28 is as much an interpretation clause as are the other sections that are referred to in section 16; we have explained how women's rights are as collectively and culturally derived as are those of the aboriginal and multicultural peoples; and we have given more than a dozen practical examples of the circumstances in which our charter-based equality rights could come into conflict with the linguistic duality and distinct society clauses.

Yet, we are not heard by the proponents of the Accord, ironically, in the context of a debate that is supposed to be about language and culture in Canada.

Perhaps Carol Gilligan said it best when she argued that

> As we have listened for centuries to the voices of men . . ., so we have come more recently to notice not only the silence of women but the difficulty in hearing what they say when they speak.

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On another point, Professor Baines says my prediction that the Accord will unravel if re-opened for re-negotiation "is counter-factual since our only precedent, the November 1981 Accord, did not unravel when it was re-opened."

She must forget that we are now operating under far different ground rules than we were in 1981-82, when a single telephone call between governments would suffice to achieve agreement on amendments, since no formal amending formula was in place and only a Joint Address of the Senate and the House of Commons was ultimately required to secure amendments to the Constitution.

Provincial legislative assemblies were not then required to give their constitutional approval to such amendments, but since 1982, under the amending formula then adopted, 12 legislative assemblies now have a designated role. Since the House of Commons, by an overwhelming majority and with the support of all three party leaders, and the legislative assemblies of Quebec, Saskatchewan, Alberta and Prince Edward Island have already adopted the Accord, to re-open it for re-negotiation at this stage would require not only the unanimous consent of First Ministers but also new resolutions by the legislative bodies that have already adopted the measure.

Professor Baines suggests in her March article that she supports "Quebec's participation in the constitution as a distinct society." I just wonder what, if any, concrete significance she is prepared to attach to such participation.

L'Association canadienne des professeurs d'université, représentant 26 000 bibliothécaires d'université et professionnels, recherche

Un agent de relations avec le gouvernement

Le (la) titulaire de ce poste aide aux relations avec les gouvernements, particulièrement en termes d'analyses économiques et financières des politiques gouvernementales touchant les universités, la politique sur les sciences et les programmes gouvernementaux connexes. Les tâches du (de la) titulaire comprennent l'analyse et les communications avec les fonctionnaires.

Le (la) titulaire doit posséder un diplôme universitaire et connaître le domaine de la statistique. Il (elle) devra en outre pouvoir effectuer des analyses sur ordinateur et posséder des aptitudes pour la rédaction. Des connaissances en économie canadienne, en politique, en administration publique ou en histoire sont souhaitables.

Le bilinguisme est un atout.

Le traitement dépendra de l'expérience et des qualifications du (de la) candidat(e) choisi(e).

Le candidat choisi devra entrer en fonction le plus tôt possible après le 1er septembre.

Veuillez faire parvenir votre curriculum vitae ainsi que les noms de trois personnes pouvant vous recommander au:

Président
Association canadienne des professeurs d'université
75, rue Albert, pièce 1001
Ottawa, Ontario
K1P 5E7

caut acpu

The Canadian Associationof University Teascher representing 26,000 university faculty and professional librarians requires a

Relations with Governments Officer

To assist in relations with governments particularly in terms of ecomonic and financial analysis of government policies involving universities, sciences policy and related government programs. Duties require aboth analysis and direct communications with government officials.

University degree, knowledge of statistics, ability to undertake computer analysis, and good writing skills required. Background in Canadian economics, politics, public administration history usedful.

Bilingualism an esset.

Salery according to experience and quelifications.

To take up as soon after 1 September as possible.

Curriculum vitae with the names of three referees to the :

President
Canedlan Associetion of University Teachers
75 Albert St. Suite 1001
Ottawa, Onterlo
K1P 5E7

Nouvelles brèves du Québec

par Susan Gray
Collaboratrice du Bulletin

L'Université McGill *(The Reporter)*

Le prix canadien le plus prestigieux en génie, le Prix commémoratif Izaak Killam, a été conféré au professeur William Gauvin par le président du Conseil du Canada, Jacques Lefebvre. Professeur Gauvin, associé au département de génie chimique de McGill depuis 50 ans à titre d'étudiant, professeur puis associé supérieur à la recherche, s'est concentré sur l'étude fondamentale en électrochimie, en mécanique des fluides, et en dynamique des particules et transfert de températures élevées et de masse. Croyant fortement en la collaboration entre les universités et le secteur privé, il est connu pour sa participation dans des programmes de recherche "actions concertées." Plus impressionant est le fait qu'il a déjà mérité plus de distinctions que n'importe quel autre individu, dans les domaines du génie chimique et métallurgique au Canada.

* * * * *

Depuis mars, McGill est munie de nouveaux aménagements pour la recherche sur les plantes, qui se classent parmi les plus avancés dans le monde.

Décrit comme un aménagement intégré pour la croissance des plantes expérimentales, le phytotron compte parmi la douzaine seulement d'aménagements de ce genre aussi sophistiqués dans le monde. Trente groupes ont demandé un appui financier pour le construire. L'argent est provenu des gouvernements fédéral et provincial et de la Fondation MacDonald Stewart.

Le phytotron inclut des éléments aussi soigneusement balancés que des chambres de croissance controlées précisément à un demi-degré près. D'autres caractéristiques sont: un élément pour la culture des tissus où des cellules individuelles sont traitées avec des hormones; des portes plus grandes que les dimensions normales accomodent les charrettes géantes remplies d'ensemencements fragiles et minuscules et où l'air est filtré deux fois. Les conditions de croissance optimales sont assurées, entre autres, par des rideaux à commande automatique (automatic shade curtains), des systèmes de pulvérisation en brouillard et de "chauffage sous-banc" (under-bench heating.) Un ordinateur veille sur les installations et déclencherait une alarme au milieu de la nuit s'il survenait un problème sur les lieux.

En plus de répondre aux besoins de la communauté de recherche de McGill, le phytotron donnera la chance aux recherchistes de l'extérieur de l'université de l'utiliser. La recherche couvrira un champs partant des investigations fondamentales qui étaient impossibles à cause des aménagements inadéquats et allant jusqu'à des projets spécifiques comme l'habilité de certaines plantes à vivre dans des climats froids.

L'Université McGill, L'Université Concordia, l'Université de Montréal, L'Ecole Polytechnique, L'UQAM *(The Reporter)*

Un projet de recherche sur la sécurité aérienne est en cours entre le CRIM (Centre de Recherche Informatique de Montréal), un consortium de cinq universités ci-haut mentionnées et la CAE Electronique. Le but visé par cette collaboration est le développement d'un ordinateur qui pourrait surveiller les instructions d'atterrissage données par les contrôleurs-ses aériens-nes et détecter si ces instructions sont erronnées. On ne veut pas remplacer ces contrôleurs-ses mais simplement réduire la possibilité d'erreur humaine.

Le rôle des recherchistes du CRIM est de concevoir et développer un nouveau système informatique-prototype, tandis que la CAE doit définir le problème d'un point de vue pratique, fournir des données et enregistrer les conversations entre les pilotes et les contrôleurs-ses aériens-nes et ensuite vérifier le système qui en résultera.

L'Université de Montréal *(Forum)*

Le 8 avril, se sont réunies en colloque, près de 250 personnes travaillant dans le domaine de l'éducation ou tout simplement intéressées par l'éducation (incluant même des représentants du milieu syndical). On y a discuté des problèmes sérieux dans la formation générale chez les étudiant-es qui entreprennent des études universitaires. Selon le doyen de la Faculté des arts et des sciences, Robert Lacroix, "La grande révélation a été de constater jusqu'à quel point les gens de la base dans les cégeps, dans les autres universités et même au ministère avaient les mêmes préoccupations que nous."

Dans les trois ateliers, qui touchaient aux grands secteurs de formation (sciences, sciences sociales ainsi que lettres et sciences humaines), on a décidé que c'était la responsabilité conjointe des universités et des cégeps, d'assumer une culture fondamentale. Cette culture ne s'oppose pas à la formation spécialisée; elle la complète.

L'Université Concordia, L'Université McGill, L'Université de Montréal (incluant L'École des Hautes Études Commerciales et L'École Polytechnique) *(The Thursday Report)*

Ces six institutions collaborent maintenant avec la Chambre de Commerce de Montréal pour créer un prix de $5000 pour la meilleure thèse de doctorat écrite dans une université montréalaise. Les thèses seront jugées pour leur originalité, leur présentation et l'impact futur et présent qu'elles pourraient avoir dans leurs disciplines.

Cette compétition est un défi car des soumissions de toutes les disciplines seront acceptées. Bell Canada fournira les fonds pour le Prix d'Excellence. C'est l'intention de la Chambre de Commerce de consolider les liens entre le monde académique et le monde des affaires.

L'Université du Québec *(Réseau)*

François Lafond et Jean-François Sénécal, de l'Université du Québec à Trois-Rivières, ont remporté respectivement le premier et le troisième prix de la Société canadienne de génie industriel, chapître étudiant. Le projet de Lafond s'intitulait "Conception et implantation d'un système d'assurance-qualité assisté par ordinateur à l'entreprise Ressorts Liberté." Celui de Sénécal s'appelait la "Conception d'une stratégie d'implantation d'un logiciel de gestion manufacturière."

Quatre diplomés en géographie de l'Université du Québec à Chicoutimi ont mérité le premier prix canadien de cartographie dans une compétition ouverte à tous les étudiant-es canadiennes et étrangers-ères. Le travail gagnant de Pierre Gauthier, Linda Fraser, Nelson Boisvert et Claire Tremblay consistait en six cartes régionales sur les stress environmentaux.

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gible d'égalité des sexes, mais quant aux 18 autres, ils sont plus que suffisants pour nous permettre de nous faire une idée de la "force" de l'article 28 à l'heure actuelle. Et cette idée est en tous points non concluante.

Tout d'abord, la Cour Suprême du Canada n'a encore fourni aucune opinion autorisée sur l'article 28.

En second lieu, les cas ont été monopolisés par des hommes. Ces derniers, au cours de leurs plaidoiries, étaient non seulement quatre fois plus enclins que les femmes à invoquer la question de l'égalité des sexes, mais aussi quarante-deux des quarante-quatre juges qui ont statué sur ces cas aux différents paliers de la procédure judiciaire étaient des hommes. Dans ces circonstances, il serait donc impossible d'étendre les conclusions tirées de ces cas à des affaires mettant en présence des plaideuses et des juges du sexe feminin.

Ceci dit, il se dégage néanmoins une conclusion très nette de la jurisprudence collective de ces dix-huit cas. Il semble que les juges étaient extrêmement réticents à discuter du sens de l'article 28.

Dans huit cas, le sens de l'article 28 n'a pas fait l'objet de commentaires quoiqu'il avait été fait mention à cet article ou à son libellé exact. Les commentaires portant sur les neuf autres cas étaient très succints, allant d'une phrase à un paragraphe ou presque, formulés toujours dans la prose juridique ampoulée des articles légaux.

Du reste, dans ces neuf cas les opinions des juges sur le sens de l'article 28 ne concordaient pas. A titre d'exemple, dans un cas sur lequel on a statué avant l'entrée en vigueur de la Charte, le 17 Avril 1985, la division de la Cour Suprême de la Nouvelle-Ecosse a soutenu que l'article 28 ne prendrait réellement effet qu'après Avril 1985, tandis que dans une décision rendue sur un cas après Avril 1985, la Cour d'appel de la Colombie-Britannique a déclaré que l'article 28 n'avait une importance particulière qu'avant Avril 1985.

De même, dans ces neufs cas, les juges n'étaient pas du même avis quant à savoir si l'article 28 supplante l'article 1 de la Charte. Si au moins un juge de la Haute Cour de justice de l'Ontario soutient que non, plusieurs autres juges cependant sont d'un avis contraire et au moins un juge de la Cour d'appel de l'Ontario a clairement indiqué que l'article 28 ne pouvait être interprété de façon autonome.

Il est inutile de dire que ces contradictions ne sauraient susciter notre confiance en la "force" de l'article 28, du moins de la façon qu'elle est perçue par l'appareil judiciaire jusqu'ici.

De plus, on ne peut citer qu'un cas : le Nova Scotia Family Benefits Reference qui a donné lieu à un débat constructif sur le sens de l'article 28. Ainsi, il semble prématuré non seulement de tirer des conclusions valables, de quelque nature que ce soit, sur la "force" de l'article 28, mais aussi de lui attribuer une signification particulière quelconque.

Evidemment, je veux bien que l'on prouve que j'ai tort, mais à condition seulement que l'un des onze premiers ministres soit prêt à prescrire un renvoi à l'arbitrage devant les tribunaux afin de résoudre la question qui, de toute façon est réellement une question judiciaire : est-ce que l'Accord met en péril les droits à l'égalité des femmes reconnus par la Charte?

Il y a un précédent recent pour ordonner un tel renvoi sous la forme du cas de renvoi à l'arbitrage du rapatriement de 1981. Il existe aussi un important précédent historique où l'on a prescrit un renvoi à l'arbitrage au nom des femmes, c'est-à-dire la fameuse affaire "personne" de 1928.

Toutefois, en l'absence d'un cas de renvoi à l'arbitrage, les auteurs de l'Accord n'ont pas pu fournir aucune réponse satisfaisante sur la raison pour laquelle les droits des femmes n'avaient pas été traités de la même façon que ceux des autochtones et des groupes appartenant à d'autres cultures.

Par contre, les femmes ont consacré à ce jour des centaines d'heures pour se préparer à comparaître devant le Comité mixte fédéral, le Comité spécial de l'Ontario, le Comité de l'Ile-du-Prince-Edouard et les Comités du Sénat et à rencontrer differents hommes politiques, groupes et diverses personnes; ce faisant, nous avons répondu à chaque question posée et relevé le défi qui nous a été lancé.

Nous avons prouvé que l'article 28 est autant une clause d'interprétation que les autres articles auxquels on fait allusion à l'article 16. Nous avons expliqué comment les droits des femmes sont socialement et culturellement déterminés, tout comme ceux des autochtones et des peuples d'autres cultures. Nous avons fourni plus d'une douzaine d'exemples concrets de situations dans lesquels nos droits à l'égalité reconnus par la Charte pourraient entrer en conflit avec les clauses de la dualité linguistiques et de la société distincte.

Mais, ironiquement, dans le contexte d'un débat qui est supposé s'axer sur la langue et la culture au Canada, nos voix n'ont pas été entendues par les auteurs de l'Accord.

Peut-être que Carol Gilligan exprime-t-elle mieux cette ironie lorsqu'elle affirme :

> «Comme on a écouté pendant des siècles les voix des hommes... ainsi, on a commencé tout récemment à se rendre compte non seulement du silence des femmes, mais de la difficulté à entendre ce qu'elles disent quand elles parlent.»

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Canada, mais il s'agirait en fait d'une discrimination à l'égard des femmes francophones et anglophones. Même si ce scénario extrême se réalisait, comment pourrait-on prétendre que la distinction en faveur des enfants de certains parents est basée sur le sexe? En fait, il ne s'agirait pas d'une distinction sexuelle, mais bien linguistique, parce qu'elle serait fondée sur le fait que la langue des parents est le chinois, le polonais ou quelque autre langue, et non pas l'anglais ou le français.

Bref, pour le gouvernement, ces exemples ne sont pas fondés car ils s'appuient sur l'hypothèse erronée que la disposition sur la dualité linguistique autorisera ou justifiera d'une façon ou d'une autre la discrimination sexuelle dans les textes législatifs ou dans les initiatives du gouvernement.

Par ailleurs, le professeur Baines affirme que mon opinion, selon laquelle l'Accord va s'effondrer s'il est rouvert, ne repose sur rien puisque cela ne s'est pas produit dans le cas du seul précédent que nous ayons, l'Accord de novembre 1981.

Le professeur Baines devrait se rendre compte que la procédure actuelle est bien différente de celle que nous suivions en 1981-1982 lorsque les gouvernements pouvaient, d'un simple coup de téléphone, s'entendre sur des modifications, puisqu'il n'existait aucune formule de modification formelle et que seule une adresse conjointe du Sénat et de la Chambre des communes était nécessaire en fin de compte pour apporter des modifications à la Constitution. Les assemblées législatives provinciales n'étaient pas tenues par la Constitution, à ce moment-là, d'approuver ces modifications, mais depuis l'adoption en 1982 d'une procédure officielle, 12 assemblées législatives ont maintenant un rôle à jouer. Puisque la Chambre des communes, par une majorité écrasante et avec l'appui des chefs des trois partis, ainsi que les assemblées législatives du Québec, de la Saskatchewan, de l'Alberta et de l'Île du Prince-Édouard, ont déjà adopté l'Accord, le rouvrir à ce stade nécessiterait non seulement le consentement unanime des premiers ministres mais aussi l'adoption de nouvelles résolutions par les corps législatifs qui ont déjà ratifié l'Accord.

Le professeur Baines laisse entendre dans son article du mois de mars qu'elle est en faveur d'une participation du Québec, en tant que société distincte, à la Constitution. Je me demande jusqu'à quel point elle serait prête à voir cette participation prendre une forme concrète.

Accessibility to higher education - new trend data

by Neil Guppy
Anthropology and Sociology, UBC

Education is the best predictor of individual life chances. For this reason, discussion and debate over barriers to higher education has been intense. Special interest has centered on how access to colleges and universities, and to particular faculties and programs, is influenced by sex or socio-economic background.

Ed Harvey (1977) demonstrated sharp differences in enrolment patterns for women versus men and for students from differing social origins (as defined by father's level of education). Recently Statistics Canada has released data from a 1983-84 national survey of postsecondary students, comparable to Harvey's earlier work for 1968-69 and 1974-75. This combination of data permits the examination of enrolment trends by sex and socio-economic background over the last 15 years. Specifically the data allow a test of the proposition that substantial gains in accessibility have been made recently.

Since the data reported here are based on sample surveys, the figures differ somewhat from those reported in other Statistics Canada publications which rely on counts provided by institutions. The 1983-84 data is based on questionnaire results from a sample of 45,181 students (an 85% response rate) and has been weighted to the size of the population from which the sample was drawn.

The analysis is based on full-time students. Students are first compared within five major program subdivisions (see Table 1). The college career stream is composed of students registered in vocational, technical, or semi-professional programs at community or technical colleges. College transfer students study for credits recognized by universities (and are found only in Alberta, British Columbia, and Quebec). The professional stream includes university students registered in programs such as dentistry, law, medicine, nursing, optometry, and teaching (the standard Statistics Canada classification).

Harvey reported increases both in women's enrolment and in the proportion of students from lower socio-economic backgrounds between 1968-69 and 1974-75, although the latter increase was less pronounced. The question addressed here is whether or not the erosion of barriers to accessibility continued in the late 1970s and early 1980s. For sake of comparability, Harvey's strategy of analysis and presentation is followed.

Neil Guppy, professeur de sociologie à l'université de la Colombie-Britannique, a effectué une comparaison entre des données récemment publiées à la suite d'une enquête menée par Statistique Canada en 1983-1984 auprès des étudiants de niveau post-secondaire et les résultats des enquêtes menées en 1968-1969 et en 1974-1975 afin de montrer les tendances en matière d'inscription, selon le sexe et le milieu socio-économique, au cours des quinze dernières années. Plus précisément, d'après le professeur Guppy, les données permettent de tester la proposition selon laquelle une importante amélioration de l'accessibilité a été réalisée ces dernières années. A la suite de son examen, il conclut que sur une période de quinze ans, un changement majeur a été enregistré en ce qui concerne le pourcentage des femmes fréquentant des établissements postsecondaires et les programmes d'études auxquels elles s'inscrivent. Par contre, très peu de changement se dégage lorsque les comparaisons sont fondées sur le milieu socio-économique.

Sex differences

Very significant changes related to the sex composition of postsecondary education have occurred between 1968-69 and 1983-84 (see Table 1). First, there has been a dramatic surge in the participation of women in postsecondary education. In 1968-69, 39.4% of postsecondary students were women but this grew to 48.1% by 1983-84. Second, in every type of program the proportion of women and men became more balanced over the 15 year span. Especially impressive has been the growth of women's participation in professional streams of university education (from 15.3% in 1968-69 to 49.1% in 1983-84). Third, the only trend running against the rising female proportions occurs in community college career programs where a growing percentage of men enrolled. Formerly, a larger majority of students in the college career stream had been women. Fourth, the greatest underrepresentation of women was at the post-graduate university level and the very modest 1974-75 to 1983-84 percentage change (3.9%) signals an area of concern.

Table 2 shows changing patterns in the sex-typing of university undergraduate and professional programs at the level of fields of study. The balance between the two sexes has equalized in all but three of the program streams. In nursing, education, and pharmacy the proportion of women has grown over the 15 year period, acting to increase gender-tracking within the university setting. In program streams where men over-concentrated in 1968-69 (composing more than 60% of enrolments — the top eight rows of Table 2), there has been a significant increase in women's participation. This has resulted in a reduction of gender-tracking in most "traditionally male" fields of study.

For both law and commerce the growth of women's participation has been impressive. The proportion of women in the 1983-84 cohorts of law and commerce rose by 36.8% and 33.0% relative to the respective cohorts from 1968-69. Significant gains have also come in agriculture (27.5%), architecture (24.2%), and dentistry (20.3%). There have been gains too in medicine, but these appear less dramatic (16.3%), largely because, relative to other professional streams, there were more women in medicine in 1968-69.

In his original article, Harvey noted that "in a majority of fields there are still three to four times as many men as women." Over the 15 year interval examined here, women have made significant gains and such a claim could no longer be made. Nevertheless the concentration of women and men in nursing and engineering respectively has remained extremely resilient to change. Furthermore, over the 15 year period the areas of nursing, pharmacy, and education are increasing in their gender imbalance, a trend in sharp contrast to all other areas of study.

Socio-economic background

The survey contained various questions about the social backgrounds of students, including parental education and occupation, and family income. To maintain comparability with Harvey, I use father's education as the measure of socio-economic background. However, the patterns reported below for 1983-84 are consistent across alternative methods of measurement.

For parsimony, father's education is dichotomized into men with and without some postsecondary experience. As the figures in Table 3 reveal, across the three time periods approximately four in ten postsecondary students have fathers with some postsecondary education. In the 1968-69 survey, this was 41.2 per

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TABLE 1
Total postsecondary enrolment by sex and program
1968-69, 1974-75 and 1983-84

	1968-69		1974-75		1983-84	
	Female %	Total N	Female %	Total N	Female %	Total N
College Career	58.1	79,333	52.5	114,135	50.6	168,403
College Transfer	29.9	29,147	44.2	69,408	47.5	61,201
Undergraduate	36.0	212,122	45.6	224,516	47.8	319,450
Professional	15.3	12,255	22.9	16,680	49.1	22,435
Postgraduate	29.1	19,192	35.4	27,313	39.3	42,067
Total	39.4	352,049	45.6	452,052	48.1	613,555

TABLE 2
Undergraduate and professional enrolment by sex and program
1968-69, 1974-75 and 1983-84

	1968-69		1974-75		1983-84	
	Female %	Total N	Female %	Total N	Female %	Total N
Engineering	1.5	19,564	3.2	15,333	8.4	35,475
Dentistry	4.5	1,756	16.4	1,973	24.8	1,890
Architecture	9.3	2,356	19.0	1,529	33.5	2,271
Agriculture	10.5	4,249	24.5	2,988	38.0	5,097
Commerce	7.3	17,427	19.5	22,174	40.3	48,575
Medicine	25.5	5,773	28.1	6,136	41.8	7,560
Law	6.9	4,726	22.0	8,162	43.7	8,178
Arts & Science	39.4	124,802	37.9	170,863	52.0	164,360
Education	58.8	22,565	63.1	34,864	67.5	35,414
Pharmacy	46.2	2,239	56.0	2,689	76.5	2,880
Nursing	95.5	4,037	97.9	5,190	97.7	7,447
Other	46.2	15,001	56.0	6,023	55.1	22,738

TABLE 3
Total postsecondary enrolment by father's education and program
1968-69, 1974-75 and 1983-84

	1968-69		1974-75		1983-84	
	% Postsec Ed.	Total N	% Postsec Ed.	Total N	% Postsec Ed.	Total N
College Career	31.8	75,608	24.6	93,173	29.7	163,133
College Transfer	31.1	26,992	39.5	59,435	43.7	59,697
Undergraduate	45.0	193,308	41.3	189,110	48.2	314,648
Professional	53.0	10,714	50.8	14,022	54.3	22,114
Postgraduate	47.6	16,992	42.5	23,503	49.8	41,411
Total	41.2	323,614	37.3	379,243	43.0	601,003

TABLE 4
Undergraduate and professional enrolment by father's education and program
1968-69, 1974-75 and 1983-84

	1968-69		1974-75		1983-84	
	% Postsec Ed.	Total N	% Postsec Ed.	Total N	% Postsec Ed.	Total N
Architecture	67.5	1,997	47.0	1,278	71.0	2,271
Pharmacy	44.4	2,044	31.7	2,281	63.9	2,871
Medicine	55.4	5,045	51.1	5,033	60.6	7,519
Law	52.1	4,096	53.4	7,289	54.6	7,934
Dentistry	47.5	1,574	44.5	1,450	53.2	1,858
Arts & Science	47.5	112,207	43.4	113,811	50.2	161,909
Engineering	43.9	18,046	41.5	12,909	49.1	34,875
Agriculture	41.1	4,024	32.9	2,602	43.5	5,033
Commerce	40.9	16,315	40.4	18,667	43.1	48,123
Education	36.8	21,257	34.8	28,799	43.0	34,748
Nursing	37.6	3,721	42.9	4,414	41.9	7,156
Other	43.5	13,836	40.8	4,773	49.0	22,466

cent of the postsecondary population, while in 1983-84 it was 43.0 per cent. Roughly comparable census figures for men between the ages of 40 and 60 (the age gap between fathers and their children averages about 27-32 years) reveals that students from higher socio-economic backgrounds are over-represented in colleges and universities by a factor of 1.5 to2.

Table 3 presents data for the five major program subdivisions showing the percentage of students whose fathers had some postsecondary education experienc. First, only for the college transfer subdivision is there any clearly discernible trend over time. Even here, the apparent increase in the percentage of students from more privileged backgrounds is, as Harvey explained earlier, largely a function of the expansion of college transfer programs in Alberta and B.C. where father's education is generally higher than in Quebec. The increase is therefore less the result of changes in accessibility by socio-economic background and more a consequence of changes in institutional availability.

Second, comparing college and university, it is clear that univeristy students are much more likely than college students to come from families with higher formal education. No systematic shift in this balance is apparent over the three time points.

Third, within the university context, students whose fathers had some postsecondary experience are more likely to pursue professional degrees than students whose fathers had no postsecondary education. For each year, the proportion of professional students whose fathers had some postsecondary education is between 11 and 12 percent higher than the average for all students. This again reveals no pattern of change over the 15 year interval.

Table 4 provides a more fine-grained analysis of the fields of study chosen by students from different socio-economic origins. The areas of study are ordered by the percentage of students in 1983-84 whose fathers had some postsecondary experience. As is readily apparent, students in architectural, medical, and legal fields come from higher socio-economic backgrounds. This pattern is clear in both medicine and law for each of the three time points. For dentistry, and especially for pharmacy, it is only in 1983-84 that a majority of students have had fathers with postsecondary education. For architecture there has been a pronounced swing through the 15 year period. In all three of these latter fields (dentistry, pharmacy, and architecture), it is women from higher socio-economic backgrounds who have contributed disproportionately to this increase (e.g., in architecture 92% of women in 1983-84 [N=760] had fathers with some postsecondary experience).

At the other end of the socio-economic continuum, nursing, education, commerce, and agriculture are the program streams containing the highest percentage of students whose fathers have not had postsecondary experience. Agriculture, commerce, and education have been avenues pursued by men from lower socio-economic backgrounds, whereas women from similar social origins have tended to go into nursing or education.

Conclusions

Between 1968-69 and 1983-84, there has been a significant change both in the percentage of women at postsecondary institutions and in the programs of study in which they are enrolled. In contrast, very little change is apparent when comparisons are made on the basis of socio-economic backgrounds. This preliminary analysis thus presents a mixed picture of trends in accessibility.

References

Harvey, E., 1977 "Accessibility to Post-Secondary Education" *University Affairs* October, 10-11.

University College of Cape Breton

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Mr. Shlmon Arbel, Co-ordinator
The Programme of Canadian Studies at the
Hebrew University
1 Yorkdale Road, Suite 208
Toronto, Ontario M6A 3A1
Telephone: (416) 789-2633

Deadline for complete applications: September 15, 1988
Notification of successful candidates: November 30, 1988

THE UNIVERSITY OF MANITOBA

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CONCORDIA UNIVERSITY

POST-DOCTORAL FELLOWSHIP
The Centre for Research in Human Development at Concordia University announces the availability of one post-doctoral fellowship, available September 1, 1988 subject to budgetary approval, with possibility of second year renewal. Candidates whose research relates to normal or atypical processes of development in childhood or to human aging are encouraged to apply. Please send vita and three letters of reference to: **Dr. Lisa Serbin, Director, Centre for Research in Human Development, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8.** Applications will be accepted until the position is filled.

DALHOUSIE UNIVERSITY

SCHOOL OF NURSING

TENURE TRACK POSITION IN PSYCHIATRIC/MENTAL HEALTH NURSING

Full-time tenure track position available (subject to budget) in large metropolitan university with excellent affiliated clinical and research facilities. The School has both graduate and undergraduate programs with basic and post-RN streams. The position involves classroom and clinical teaching, mainly at the baccalaureate level, with some opportunity to work with graduate students. The successful candidate will have a Masters degree in psychiatric/mental health nursing, doctoral degree in a related field preferred. Clinical experience required. Deadline for applications: July 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University has a policy of affirmative action in hiring qualified women staff. Please submit resume with the names of three referees to: **Deborah L. Tamlyn, PhD, Acting Director, School of Nursing, Dalhousie University, Halifax, N.S., B3H 3J5**

The University of Lethbridge

DEAN
FACULTY OF ARTS AND SCIENCE

The University of Lethbridge will be making an appointment in the very near future to the position of Dean of the Faculty of Arts and Science.

Nominations and applications are encouraged for candidates from within the faculty at The University of Lethbridge and also for persons external to the University.

Applicants must have strong academic and professional credentials, successful administrative experience, and demonstrated leadership abilities. A commitment to excellence in teaching and research is essential.

The Faculty of Arts and Science comprises 17 academic departments and offers four-year B.A. and B.Sc. programs as well as 18 disciplinary majors, three multidisciplinary majors, and several other programs of instruction. The Faculty also administers one and two-year programs for transfer of credit to professional faculties at The University of Lethbridge and other universities.

The University's strong commitment to liberal education is rooted in the Faculty of Arts and Science. All Lethbridge students, whatever their ultimate educational objectives, enrol in the Faculty of Arts and Science for their first two years of the University, in order to ensure a broad and solid educational foundation which will serve them in good stead regardless of the further courses of studies they may pursue.

The University of Lethbridge is growing dynamically in programs of instruction, research contracts and student enrolment. There are 260 faculty for the 2900 full-time and 500 part-time students. Two Faculties and three Schools offer six full undergraduate degrees as well as a Master's degree in Education.

Construction of a new Student Union Building will begin in 1988.

- Closing date for applications is June 30, 1988
- Starting date is September 1, 1988 or by mutual arrangement.
- In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents of Canada.

Nominations and applications should be sent to:

Howard E. Tennant
President and Vice Chancellor
The University of Lethbridge
4401 University Drive
Lethbridge, Alberta
T1K 3M4

THE UNIVERSITY OF BRITISH COLUMBIA

DEPARTMENT OF BIOCHEMISTRY

Research Associateship Ph.D. required together with post-doctoral experience with yeast gene expression and control. To carry out studies on the action of yeast mating-type gene products in control of haploid-specific genes. Available for a 6 month period. August 15 - February 15, 1989. Send curriculum vitae and list of publications to Ms. Susen Heming, Department of Biochemistry, University of British Columbia, 2146 Health Sciences Mall, Vancouver, B.C. V6T 1W5 Deadline for receipt of applications is July 31, 1988. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

SAINT FRANCIS XAVIER UNIVERSITY

EDUCATION DEPARTMENT

Applications are invited for a tenure-track position in science education to commence September 1, 1988. Responsibilities include teaching science education in the Bachelor of Education programme, and the supervision of practice teaching. Qualifications: Doctorate in science education with course work in mathematics education. Teaching experience in elementary or secondary school an asset. Salary and rank will be commensurate with qualifications and experience. Applications with curriculum vitae and the names of three referees should be addressed to **Dr. Ruth Wright, Chair, Department of Education, Saint Francis Xavier University, Antigonish, Nova Scotia B2G 1C0** before July 1, 1988.

ANAESTHETIST-IN-CHIEF

TORONTO GENERAL HOSPITAL

Toronto General Hospital, a 1,000 bed major teaching hospital affiliated with the University of Toronto is seeking a Chief for the Department of Anaesthesia. The department offers a wide range of activities including open heart, cardiac, neuro, obstetrical and gynecological surgery, pain clinic, and hyperbaric facility.

The position includes appointment to the University Department of Anaesthesia with appropriate academic rank depending on qualifications. Candidates should possess a previous record of demonstrated administrative and research experience. Teaching responsibilities include undergraduate and graduate levels. Individuals must have, or be eligible for, Ontario medical license.

Date of appointment open; deadline for receipt of applications July 15, 1988. Interested applicants are asked to send detailed resume to:

Chairman, Search Committee, Anaesthesia
Office of the President
Toronto General Hospital
585 University Avenue
Toronto, Ontario
M5G 2C4

TORONTO GENERAL HOSPITAL

In accordance with Canadian immigration requirements, this advertisement is directed first, but not solely, to Canadian citizens and permanent residents.

COUNSEL

INSTITUTE OF LAW RESEARCH AND REFORM

The Alberta Institute of Law Research and Reform invites applications for the position as Counsel to the Institute.

The Institute was established in 1968 by the Government of Alberta, the Law Society of Alberta and the University of Alberta for the purposes of law research and reform. The Institute is situated in the Law Centre on the campus of the University of Alberta in Edmonton.

Institute Counsel prepare proposals for law reform projects; conduct and supervise research (both legal and empirical); engage in consultative exercises with the public, relevant government departments and the Bar and assist in all phases of the preparation of Institute reports. Secondment to other law reform related projects at the provincial or national level may also be made from time to time.

Applicants must demonstrate quality analytic and research capabilities; the ability to write well is critical. A demonstrated interest in and commitment to law reform would be a decided advantage. Some real experience in practice is highly desirable.

The position is a career position, salary will be according to qualifications.

Interested lawyers should apply in writing, with a Curriculum Vitae (including two referees), to **Professor P.J.M. Lown, Director, Institute of Law Research and Reform, 402 Law Centre, University of Alberta, Edmonton, Alberta, T6G 2H5** by June 30, 1988.

The Institute of Law Research and Reform is an equal opportunity organization.

Physiology

The **Prairie Swine Centre of the University of Saskatchewan** invites applications for a Research Associate/Post Doctoral Fellow position currently available for a term of up to three years. Candidates should have a Ph.D. in physiology or related area, with experience in renal acid-base dynamics, muscle biology or thermal stress. Experience with large animal surgery and a demonstrated ability to work independently would be desirable. A valid driver's licence and access to a vehicle is also required. Appointment rank and salary depend on experience and qualifications. Letters of application, including a complete resume and publication list, along with three letters of reference should be submitted to **Dr. John F. Patience, Director, Prairie Swine Centre, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0** Applications will be received until a suitable candidate is found. Although this advertisement is directed to Canadian citizens and permanent residents, other qualified candidates are encouraged to apply.

Shastri
Indo-Canadian Institute

The Shastri Indo-Canadian Institute is currently seeking applications for the position of Resident Director (New Delhi, India) from well established Canadian academics who will be on sabbatical leave in 1989-90.

The Institute is a consortium of twenty-one universities, and the National Library of Canada, and offers a variety of programmes such as the fellowship programme for Canadian and Indian scholars and students; programme of providing books from India to Canadian member universities; programme of providing books from Canada to Indian universities where Canadian Studies are developing; Visiting Scholar Programmes; etc. In addition to these ongoing programmes, Workshops and Conferences are held from time to time in Canada and in India.

The appointment will be made for a period of one year commencing July 1st, 1989.

The complexity of the Institute's activities requires that the Resident Director be an established scholar with a research project in the social sciences or humanities focussing on India or on a Canada-India comparative topic. S/he is the representative of the Institute's Board of Directors, and as such provides the liaison with senior officials in the Government of India and the Indian academic community. The Resident Director has overall responsibility for the Institute's existing operations in India, and is also expected to demonstrate initiative in developing new programmes and in providing leadership.

The criteria to be used in the selection of the Resident Director are scholarship, administrative and representational abilities, and experience in India with equal weight being given to each. Other things being equal, preference will be given to applicants from member universities.

Scholars who are Canadian citizens or landed immigrants interested in being considered for the above position should reply in writing, including an updated CV and a research proposal (which will be assessed by evaluators outside the Institute) not later than October 10th, 1988. Communications should be addressed to:

Executive Director,
Shastri Indo-Canadian Institute,
2500 University Drive N.W.,
Calgary, Alberta T2N 1N4.

SOCIOLOGY AND ANTHROPOLOGY DEPARTMENT
SIMON FRASER UNIVERSITY
BURNABY, B.C. CANADA

VISITING PROFESSORSHIP

The department invites applications from qualified Sociologists for a two-semester Visiting Professorship (rank open) effective January 1st - August 31st 1989 (Spring and summer semesters). Interests should be broadly related to social policy and Canadian social issues. Remuneration commensurate with rank of appointment.

Letters of application, curriculum vitae and names and addresses of three referees should be sent to:

Dr. Marilyn Gates
Chairperson of Appointments Committee
Sociology and Anthropology Department
Simon Fraser University
Burnaby, B.C. V5A 1S6 **by June 30th, 1988.**

Preference will be given to candidates eligible for employment in Canada at the time of application.

YORK UNIVERSITY

York University has a Research Associate position available for an astronomer, to collaborate with Professor John Caldwell in the analysis of planetary data from the Hubble Space Telescope. Applicants should have a PhD in Astronomy with a specialization in planetary atmospheres and at least five years experience in ultraviolet planetary spectrophotometry. Relevant experience will include: spacecraft operations, target acquisition and tracking, data reduction, modelling of vertically inhomogeneous planetary atmospheres, familiarity with solar ultraviolet characteristics and with the ultraviolet absorption cross-section literature for hydrocarbons and other trace constituents in planetary atmospheres. Additional astronomical research experience would be an asset. Fluency with computers for all aspects of scientific research is essential. Although the primary responsibility of this position will be original research, experience in teaching large undergraduate astronomy classes would also be an advantage. Commencing salary will be approximately $32,000 per annum. Submit applications with names of three personal references to: **Dr. John Caldwell, Physics Department, York University, 4700 Keele St., North York, Ontario, M3J 1P3.** Applications should be received no later than June 30, 1988. Expected starting date is July 1, 1988 or as soon thereafter as possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF MANITOBA

RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available in the following fields: Immunology, Immunopathology, Allergy, Protein Chemistry, Recombinant DNA Technology, Neurochemistry, Phospholipase D, Multiple Sclerosis, Alzheimer's Disease, Phospholipid Metabolism, Steroid Receptors, Neuropharmacology, Neurophysiology, Molecular Biology, Immunogenetics, Allergens, Monoclonal Antibody Production, Flow Cytometry, Organic Chemistry of Natural Macromolecules, Chemistry of Biopolymers, Regulation of the Immune Response, Structure-function Relationships of Fc Receptor for IgE, Epitopes of Common Allergens, Pulmonary Biology and Disease, Molecular genetic studies of drug resistance and the role of oncogenes in the development of tumor metastasis, Ethanolaminelycerophospholipid metabolism, Clinical evaluation using standardized patients, Yeast artificial chromosomes, Human gene mapping using molecular techniques desirable, Molecular Genetics and Cytogenetics, somatic cell genetics of human and mammalian cells, Hepatic physiology and pharmacology in integrative functions; Health care management, epidemiology, analysis of large data bases; Pharmaceutical Chemistry, Pharmacokinetics, Drug Metabolism, Steroid Chemistry, Pharmaceutics; Nutritional Biochemistry, computer applications, Food Biochemistry; Constructive modelling of geotechnical materials—ie., frozen soil, clay, sand, sand-clay mixtures; Applied Electromagnetics, Communication Engineering and Signal Processing, Power Systems Engineering, Theoretical and Applied Mechanics, Numerical and Computational Aspects of Some Problems in Dynamical Elasticity, Transportation Planning and Systems Analysis, Systems Analysis Techniques in the Planning and Operation of Water Resources Systems, Analytical Electron Microscopy of Materials, Physical Metallurgy; All fields of Chemistry (physical, theoretical, organic, inorganic, analytical and biochemical), Theoretical condensed matter physics, nuclear and intermediate energy physics, Mass Spectroscopy, Condensed Matter Physics, Optical Spectroscopy, Computational Combinatorics, Computational Graph Theory; Engineering aspects of irrigation, drainage and land reclamation; Isolation and characterization of cDNA clones of pollen proteins, Membrane biochemistry with lipid and protein analysis, Seed germination physiology and molecular biology of cereal grains, Crop drying and storage, Climatology, Mathematical modelling of fungi and ecosystems; Electroacoustics, musicology (medieval, renaissance classical and contemporary); Linguistic Analysis (Algonquian, Siouan, Papuan), Economics, Child and Family Services Research.

Normally all positions require a Ph.D. or M.D. and relevant experience. The University encourages both women and men to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. Closing date for applications is July 15, 1988. Applications, including curriculum vitae, bibliography and names of referees, should be sent to **Professor R. A. Johnson, Associate Vice-President (Academic), The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**

Positions Available / Postes vacants

ACCOUNTANCY
UNIVERSITY OF WATERLOO. Business Administrtion. Accounting. Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting, (ii) financa, (iii) information systems, (iv) auditing, (v) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments eflective July 1, 1988 or by arrangement. Appointments. available until positions filled. Send resumes to Dr. Morley Lemon, Acting Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the Intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome.

ANIMAL SCIENCE
MACDONALD COLLEGE OF McGILL UNIVERSITY. Research Aeefelent, needed to coordinate and execute 2 projects, each being one-half time employment (i.e. full-time). One project deals with dairy producers and cows in testing the efficacy of new products. The second project is to plus English or French. Preference will be given to epplicants with at least one year of practical experience. Term of employment is for a minimum of three (3) years, commencing August 1, 1988; salary will be commensurate with experience and training ($18000 $25000 per year. Sand curriculum vitae, transcripts and 3 letters of reference to: Or. Elliot Block, Department of Animal Science, Macdonald College of McGill University, 21,111 Lakeshore Road, Ste. Anne de Bellevue, Quebec, H9X 1C0. In accordance with Canadian Immigretion requirements this edvertisement Is directed to Canadian citizens and permanent residents of Canada.

ARCHITECTURE
THE UNIVERSITY OF WATERLOO School of Architecture invites applications for a full-time position in Design, preferably with an expertise in the design of landscape The School's programme of study consists of four related disciplines (streams): culture, design, ecology and technology. The successful applicant will teach architectural studio courses and also contribute in related areas of landscape and ecology He or she must be an excellent designer with a strong critical and scholarly base. Experience in teaching and a Masters degree are preferred. This is a two-year appointment beginning In January 1989 with possibility of renewal. Before August 31, 1988, applicants should send a letter stating Interests, C.V., and the names of three references to Eric Haldenby, Director, School of Architecture, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the Intention of the University of Waterloo to fill its vacancies with assistant professors wherever possible. Applications from women candidates are particularly welcome.

ART HISTORY
CONCORDIA UNIVERSITY. The Department of Art History, Faculty of Fine Arts, Concordia University, invites applications for two positions starting September 1, 1988. (1) a position in post-medieval art history and art theory with strong orientation towards contemporary and Canadian issues; (2) a position in Canadian art history - primarily in painting with a second field of specialization. Both positions are tenure-stream appointments at a rank and salary commensurate with qualifications. Ph.D. required. Successful teaching experience at undergraduate and graduate levels. Publications record in refereed journals. Bilingual, English and French. Interest to take on administrative duties and assistiog in implementing an innovative curriculum. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is an equal opportunity employer. Candidates should send letter of application, resumé and names of three referees by June 30, 1988 to: Professor Laurier Lacroix, Acting Chair, Department of Art History, Concordia University, 1455 de Maisonneuve Blvd. West, VA-422, Montreal, Quebec, H3G 1M8.

BIOCHEMISTRY
UNIVERSITY OF SHERBROOKE. MRC Group in the Radiation Sciences. Research associate position in molecular radiation biology/biochemistry, available immediately. This is a semi-independent position, funded by the government of Quebec, and is convertible to an assistant professor position (tenure-track), following a one to two year evaluation period Applicants should have research experience in one of the following areas: DNA damage and/or repair, mutagenesis or carcinogenesis and should be capable of developing an independent research program. In accordance with Canadian employment regulations, preference will be given to Canadian citizens and permanent residents; however, if no such candidate is found, candidates of any nationality will be considered. Applicants should send a curriculum vitae to Dr. Darel J. Hunting, MRC Group in the Radiation Sciences, Faculty of Medicine, University of Sherbrooke, Sherbrooke, Quebec, J1H 5N4.
UNIVERSITE DE SHERBROOKE. Groupe CRM en sciences des radiations. Poste d'attaché de recherche en radiobiologie-biochimie moléculaire, disponible immediatement. C'est une position semi-indépendante, instaurée par le gouvernement du Québec et convertible en un poste de professeur adjoint, après une période d'un à deux ans d'évaluation. Les candidats doivent avoir une expérience de recherche dans l'un des domaines suivants: dommage et/ou réparation de l'ADN, mutagénèse ou carcinogénèse et doivent être capables de développer un programme de recherche indépendant. Salon les règlements de la loi sur l'emploi au Canada, la préférence sera accordée aux Canadiens et aux résidents permanents; cependant, à défaut d'un tel candidat, les autres de nationalité différente seront pris en considération. Les personnes intéressées sont priées d'envoyer leur curriculum vitae au Dr. Darel J. Hunting, Groupe CRM en sciences des radiations, Faculté de médecine, Université de Sherbrooke, Sherbrooke, Québec, J1H 5N4.
McGILL UNIVERSITY. Dept. of Biochemistry - Research Assistant: Ph.D., experience in recombinant DNA technology and tissue culture is essential. Project: Cloning and expression of eukaryotic initiation factor genes. Salary: Minimum $20,000 per annum commensurats with experience. Appointment: Commencing September 1, 1989 and renewable for three years. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Submit curriculum vitae including references and a list of publications to Dr. N. Sonenberg, Dept. of Biochemistry, McGill University, 3655 Drummond Street, Montreal, Québec, H3G 1Y6

BIOLOGY
UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Applications are invited for a tenure-track position in Biology at the assistant professor level, for 1988-1989. Candidates must have a Ph.D. in biology and some teaching experience Duties will include teaching second year one term courses in 3 of: genetics, cell & molecular biology, microbiology, biochemistry and to develop a research programme in one of these areas. Within the foreseeable future it is possible that teaching of an advanced course could be substituted for one of the second year courses. Applications with curriculum vitae and names and addresses of three referees should be sent to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.
UNIVERSITY OF SASKATCHEWAN. Plant Community Population Ecologist. The University of Saskatchewan, Department of Biology, invites applications for a three-year term Assistant Professorship, available July 1, 1988. Applicants must hold a Ph.D. degree and have a demonstrated ability to carry out productive and independent research. The successful applicant will be expected to teach at both the junior and senior levels. A tenure-track position in this field may become available within the term of the appointment. Qualified individuals should send their curriculum vitae, a brief description of their research objectives, and the names of three referees before June 30, 1988 to: Dr. T.A. Steeves, Acting Head, Department of Biology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. In accordance with Canadian immigration requirements, applications from Canadian citizens and landed Immigrants will be given priority.
UNIVERSITY OF WINDSOR - GREAT LAKES INSTITUTE. NSERC University Fellowships: Biology. The Great Lakes Institute in conjunction with the Department of Biological Sciences of the University of Windsor, is seeking strong candidates in fisheries biology and environmental toxicology for NSERC University Fellowships. The Institute is a multidisciplinary research group, with a special Interest in projects pertaining to environmental management. The Institute maintains a well staffed lab which carries out GC, GC/MS, AA and ICAP analyses of trace contaminants. The Institute is also able to support field programs by providing logistic support and ship time. Nominees must be Canadian citizens or permanent residents and should possess both a Ph.D. and 1-2 years postdoctoral experience. Individuals interested in nomination for these fellowships are invited to submit a curriculum vitae, selected reprints and the names of three references to: Dr P.O.N. Hebert, Great Lakes Institute, University of Windsor, Windsor, Ontario N9B 3P4.
UNIVERSITY OF VICTORIA. Department of Biology. NSERC University Research Fellowship. The Department of Biology, University of Victoria, invites applications from candidates for nomination as a University Research Fellow for the Fall 1988 competition sponsored by the Natural Sciences and Engineering Research Council of Canada. Awards are for 5 years (renewable) at the rank and salary of Assistant Professor, and include a research grant. The departmental requirements include a Ph.D. with postdoctoral experience and an outstanding research record In an area of ecology/evolutionary biology. NSERC University Fellowships are restricted to Canadian citizens or those currently holding permanent resident status in Canada. Applicants should send their curriculum vitae and names of three referees by July 31, 1988 to: L.A. Hobson, Chairman, Department of Biology, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2

BIOLOGY
GROUNDWATER RESEARCH
UNIVERSITY OF WATERLOO. Watertoo Centre for Groundwater Research (A Centre of Excellence funded by the Government of Ontario.) Applications are being accepted for a position at a Research professorial rank. Qualifications include a PhD and experience in aspects of groundwater contamination microbiology/biochemistry The candidate will work with e multidisciplinary team on aspects of organic contaminant biodegradation and bioremsformation and will be expected to establish an independent research program in related areas. Some teaching may be required. Salary and rank will be commensurate with experience and qualifications. Send a complete curriculum vitae and the names and addresses of three referees to Dr. C.I. Mayfield, Department of Biology, University of Waterloo, Waterloo, Ontario, N2L 3G1. The term of this appointment is 5 years contingent upon continued funding. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment is July 1st, 1988 Closing date for receipt of applications will be when filled. Applications from women candidates are particularly welcome

BOTANY
UNIVERSITY OF ALBERTA. The Department of Botany, University of Alberta Invites applications for the N.S.E.R.C. University Research Fellowship Programme We are interested in individuals with a strong commitment to excellence in teaching and research, and who will develop an active research program to complement existing strengths in the Department. We are prepared to sponsor a U.R.F. in one of the following three areas: (a) plant membrane biology - investigation of membrane composition, structure, and function as it relates to the response of plants to their environment; (b) wetland ecology - a field-oriented, ecosystem or community approach to the investigation of marshes and peatlands; (c) lichenology - ecology, physiology and taxonomy of lichens. Interested applicants should submit e resume, a statement of research interests, reprints of three published papers, and the names and addresses of four potential referees by August 1, 1988 to Dr. Keith E. Denford, Chairman, Department of Botany, University of Alberta, Edmonton, Alberta, T6G 2E9, Canada.
BRANDON UNIVERSITY - Department of Botany. Applications are Invited for a 3 year term appointment with the possibility of further extension at the Assistant Professor level commencing August 1, 1988. Applicants should possess a Ph.D. in applied Botany (Horticulture, Crop Science, Forestry, etc.) Teaching and research experance in applied botany is desirable. Teaching duties will involve undergraduate instruction in six half courses over the academic year in the areas of applied botany and general biology with the possibility of some rearrangement of teaching assignments. The successful applicant will have access to departmental research facilities and will be encouraged to pursue an active research program. The Assistant Professor salary range for 1987/88 is $30,033 - $43,701. Salaries are under negotiation for 1988/89. Applications will be accepted until July 1, 1988. Interested candidates should send their Curriculum Vitae, most recent official university transcript, copies of any recent publications, and three letters of reference to: Dr. Evan Pepper, Chair, Department of Botany, Brandon University, Brandon, Manitoba, Canada, R7A 6A9 (204) 727-9623. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

BUSINESS
THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are Invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Finance, and Marketing. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Market supplements ensure that competitive offers are negotiable. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. R.S. Smith, Dean, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment.

BUSINESS ADMINISTRATION AND COMMERCE
UNIVERSITY OF NEW BRUNSWICK. The University of New Brunswick, Fredericton, Faculty of Administration invites applications in: Accounting, Finance, Management, Human Resource Management, Marketing, Management Information Systems. Qualification for tenure track positions in all disciplines is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. Term positions at the rank of Lecturer may be available for applicants holding MBA degree or CA designation. Persons with tenured positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1988 or January 1, 1989 as convenient. Successful candidates will teach in BBA, MBA, and MPA programs and carry out research in their disciplines Salary is competitive at all ranks. Submit curriculum vitae and names and addresses of three referees to Dr. K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3.
THE UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS, Division of Administration, invites applications for tenure track positions in: Financial Accounting, Marketing, Management Information Systems to commence July 1, 1988 Rank and salary will be commensurate with qualifications and experience. Qualifications required include a Ph.D. or equivalent. Candidates with lesser qualifications may be considered for a term appointment. Applications will be accepted until the positions are filled Please send c.v. and the names and addresses of three referees to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, Box 5050, Saint John, N.B. Canada E2L 4L5 In accordance with Canadian Immigration regula-

CAUT expects that all positions advertised in the *Bulletin* are open to both men and women.

* * *

L'ACPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes.

Advertising and censure

CAUT will not carry advertisements from censured universities. CAUT refuses ads from such universities because the Council explicitly recommends that members not take positions at institutions which have been censured.

Publicité et Censure

L'ACPU refuse les annonces des universités frappées de la censure parce que le Conseil recommende explicitement aux membres de ne pas accepter de poste dans l'une de ces universités.

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KANATIA

CAUT Insurance Trust, P.O. Box 3528, Station C, Ottawa, Canada K1Y 4G1

Administrateur de l'Assurance de l'ACPU, C.P. 3528, succursale C, Ottawa, Canada K1Y 4G1.

l'ACPU/Assurance Collective

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4. REGIME D'ASSURANCE EFFETS PROFESSIONNELS livres, ordinateurs, etc.

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Veuillez, s'il vous plait, me faire parvenir les renseignements complets sur les régimes d'assurance de l'A.C.P.U.

Name/Nom _____

Address/Adresse _____

City/Ville _____ Province _____ Code _____

tions, preference will be given to citizens and permanent residents of Canada.

CHEMISTRY

QUEEN'S UNIVERSITY. Department of Chemistry. Research Associate in Theoretical Chemistry. Applications are invited for a research associate position in theoretical reaction dynamics. Applicants must have: a Ph.D. in theoretical chemistry or theoretical physics, a minimum of one year postdoctoral experience, and expertise in mathematical physics as it applies to scattering theory and time delay theory. Send a Curriculum Vitae and three confidential letters of reference to Prof. David M. Wardlaw, Department of Chemistry, Queen's University, Kingston, Ont. K7L 3N6; (telephone 613-545-2632). The position is available October 1, 1988 and the deadline for applications is July 31, 1988. Salary will be commensurate with experience but will exceed NSERC maximum for postdoctoral fellow. In accordance with Employment and Immigration Canada regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral Research Positions. Applications are invited from qualified candidates for one year appointments as Postdoctoral Research Fellows in any area of chemistry. Stipends will be at NSERC rates and will be determined by qualifications and experience. Please send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained Professor S.G. Whittington, Chairman, Department of Chemistry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

CHEMISTRY BIOCHEMISTRY

UNIVERSITY OF GUELPH. Post-Doctoral Research Fellowships in Chemical Crystallography. Applications are invited for two post-doctoral appointments supported by NSERC (Canada). One position will involve work on the crystal structure analysis of key molecules as part of a group looking into the design of Agric-Chemicals. The second position will involve the organisation and day-to-day operation of an X-ray analysis "service" facility. Applicants should be experienced crystallographers, preferably with a knowledge of molecular graphics and the Cambridge Crystallographic Data Base. The appointments are from one to three years. Salaries will depend on experience and will be not less than $19,200 per annum. Applications, enclosing a curriculum vitae and the names and addresses of two referees should be sent to Professor G. Ferguson, Department of Chemistry & Biochemistry, University of Guelph, Guelph, Ontario, Canada N1G 2W1. The University of Guelph is committed to Employment Equity.

UNIVERSITY OF WINDSOR. Applied Enzymology: Postdoctoral/Research Associate. Applications are invited for a full-time research position on a team focusing on enzyme-based wastewater treatment. The project, supported by and in collaboration with the Institute for Chemical Science and Technology will involve evaluation of immobilized enzymes for removal of organic compounds from wastewater. The evaluation will extend to the bench-scale reactor stage. Immobilized enzymes will also be evaluated as sensors for detection of organics in wastewater. The team presently consists of faculty in the Departments of Chemistry and Biochemistry and Biological Sciences plus the Environmental, Chemical and Civil Engineering Departments. Graduate students in Engineering and Chemistry and Biochemistry will be involved. The ideal applicant would have experience at the postdoctoral level in protein chemistry and enzymology particularly with respect to immobilized enzymes and, preferably, related to immobilized enzyme reactors. A good grounding in organic and analytical chemistry is essential. Salary will be commensurate with experience to a maximum of $30,000 to the first year. The appointment, available immediately, will be on a year-by-year basis for a total of three years. The University of Windsor offers equal opportunity for employment to qualified female and male applicants. In accordance with Canadian Immigration requirements preference will be given to Canadian citizens and permanent residents of Canada but others will be considered and are encouraged to apply. Applications, including a CV, plus three letters of reference should be sent to: Dr. K.E. Taylor, Department of Chemistry and Biochemistry, University of Windsor, Windsor, Ontario, Canada, N9B 3P4.

CINEMA

CONCORDIA UNIVERSITY. The Department of Cinema at the Faculty of Fine Arts, Concordia University, announces a probationary tenure-track position in Film Studies at the starting rank of Associate Professor, as well as two Sessional (one year) appointments in Film Production at the Lecturers rank, to begin with the academic year 1988-89. Duties include full-time teaching responsibilities in the respective undergraduate Major and Specialization programmes, and a contribution to the administration of the programme and the department. The successful candidate will also be expected to maintain research productivity during the appointment. For the Film Studies appointment a Ph.D. in Film Studies, a demonstrated ability to teach a wide variety of Film Studies subjects, including advanced seminars in film theory, a good record of publications and bilingualism will all be considered assets. Applicants for the Film Production positions should preferably be bilingual, have teaching experience in addition to expertise in relevant areas of Film Production, experimental cinema, etc. Curriculum vitae and inquiries should be addressed to: Dr. Jacqueline Levitin, Chair, Department of Cinema, VA-259, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. The deadline is June 30, 1988, or until the positions are filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CLASSICAL STUDIES

UNIVERSITY OF WATERLOO. Department of Classical Studies. Applications are invited for a part-time position in Classical Studies for the academic year 1988-89. The successful applicant should be an all-round classicist with at least an M.A. The precise courses to be taught and the stipend are negotiable. Please send application, curriculum vitae, and at least two letters of reference to Professor P.Y. Forsyth, Department of Classical Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is September 1, 1988. Closing date for receipt of applications will be when filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

COMPUTER SCIENCE

UNIVERSITY OF WINDSOR. School of Computer Science. Applications are invited for a tenure track faculty position in The School of Computer Science at The University of Windsor. A doctorate in Computer Science or closely related discipline is required together with research background in one of the following areas : (a) applicative programming languages: modern functional languages, use of annotations, integration of logic and functional programming languages; (b) theory of computation: formal logic, algebraic computation, knowledge representation and semantics; (c) new architectures: parallel processing, VLSI design, computer networks; (d) software engineering: formal specification, design and analysis of algorithms, program transformation. The appointee will be expected to contribute to undergraduate teaching, particularly at the lower levels, and will have the opportunity to participate in the establishment of a graduate program. The appointment will be at the rank of Assistant Professor. The availability of the position is subject to budgetary approval. Qualified applicants should submit a detailed resume and names of three referees to: Dr. R.A. Frost, School of Computer Science, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, Canada N9B 3P4. The deadline for applications is August 1st, 1988. Starting date is negotiable. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Permanent Residents. The University of Windsor offers equal employment opportunities to qualified female and male candidates. Women are particularly encouraged to apply.

LAKEHEAD UNIVERSITY. Department of Mathematical Sciences. Applications are invited for a tenure track position starting July 1, 1988. Responsibilities include research as well as teaching at the graduate and undergraduate level. Candidates in all computer science research areas will be considered with preference for people doing publishable research in one or more of the following: graphics, real time systems, artificial intelligence, operating systems, communications networks. Current hardware support includes a VAX Unix, VAX VMS, several Sun Unix systems, and micro-computer labs. The minimum qualification is a Doctoral Degree or equivalent industrial and/or academic experience. This appointment is subject to final budgetary approval. Send curriculum vitae and the names of three references to Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration regulations, applications from Canadian citizens and landed immigrants will be given preference. Equal Opportunity Employer.

UNIVERSITY OF WATERLOO. Department of Computer Science. The Department of Computer Science at the University of Waterloo comprises 40 full-time faculty members engaged in research and teaching activities. The government of the Province of Ontario has awarded a five-year (renewable) centre of excellence in information technology to the University of Waterloo and the University of Toronto (with participation from Queen's University and the University of Western Ontario). The Department of Computer Science and the Institute for Computer Research are housed in the William G. Davis Computer Research Centre, a new building with 300,000 sq.ft. dedicated to computer research laboratories. The University of Waterloo invites applications for faculty positions in Computer Science. A Ph.D. in computer science is required, with evidence of outstanding research accomplishment or potential. All areas will be considered; candidates with research interests in artificial intelligence, hardware and software systems, or symbolic computation are strongly encouraged. Salary is commensurate with experience. Applications from women candidates and recent Ph.D. graduates are particularly welcome. Inquiries should include a curriculum vitae and the names of three references and should be directed to the chairman, Prof. John A. Brzozowski, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; brzozo@watei.waterloo.edu. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents.

CENTRE DE RECHERCHE INFORMATIQUE DE MONTREAL. Chercheur(e)s en Informatique. Le Centre de recherche informatique de Montréal (CRIM) est une corporation sans but lucratif, dont la mission est de réaliser des projets de recherche en collaboration avec les membres universitaires et industriels. Le CRIM ouvre des postes de chercheur(e)s pour ouvrer au sein de ses équipes de recherche. Fonctions: Participer aux projets de recherche conjoints universités-industries. Domaines privilégiés: intelligence artificielle, systèmes experts, interfaces personne-machine. Exigences: Ph.D. en informatique avec publications. Expérience dans l'industrie souhaitée. Priorité aux citoyens canadiens et résidents. Envoyer votre curriculum vitae à: Dr Jacqueline Boudeau, Centre de recherche informatique de Montréal, 1550, boul. de Maisonneuve ouest, Bureau 1000, Montréal (Québec) H3G 1N2.

CENTRE DE RECHERCHE INFORMATIQUE DE MONTREAL. Computer Science Researchers. The Centre de recherche informatique de Montréal (CRIM) is a non profit corporation whose mission is the realization of research projects in collaboration with its university and industry members. CRIM is seeking Computer Science Researchers to work with its teams. Responsibilities: Participation in joint university-industry research projects. Preferred domains: Artificial intelligence, software engineering, expert systems, man-machine interfaces. Qualifications: The applicant must hold a Ph.D. in computer science with sufficient publications. Industrial experience is sought. Priority will be given to Canadian citizens and landed immigrants. Interested candidates may apply by sending a resumé to: Dr. Jacqueline Boudeau, Centre de recherche informatique de Montréal, 1550 de Maisonneuve Blvd. West, Suite 1000, Montréal (Québec) H3G 1N2.

CENTRE DE RECHERCHE INFORMATIQUE DE MONTREAL. Conception de circuits intégrés ilabtes à très grende échelle (VLSI). Le CRIM est à la recherche d'un chercheur pour oeuvrer au sein de son équipe de recherche en Conception de circuits intégrés ilabtes à très grande échelle (VLSI). Le poste offert est d'une durée initiale d'un an renouvelable. Nous offrons au candidat une affiliation avec une université membre du CRIM. Dans le cadre de cette affiliation, il devra superviser des étudiants de 2e et 3e cycle et donner un ou deux cours par année. Le candidat a complété son doctorat et possede une expertise de recherche convenant aux intérêts de l'équipe précitée. Le candidat doit parler couramment français ou être disposé à l'apprendre. Les travaux en conception de circuits ilabtes en VLSI portent sur la conception symbolique et la conception automatisée, la conception de la vérification, les essais, la détection concurrente et le calcul insensible au détaillances. En conformité avec les règlements d'immigration Canada, nous nous adressons en priorité aux citoyens canadiens et aux résidents permanents. Si les candidatures canadiennes sont insatisfaisantes, nous considérerons d'autres candidatures. Veuillez faire parvenir votre curriculum vitae, une liste de vos publications ainsi que trois recommandations, sous pli confidentiel, au Dr Jacqueline Bourdeau, sous le numéro de référence ES8803F-AS à l'adresse suivante: Centre de recherche informatique de Montréal (CRIM), 1550, boul. de Maisonneuve ouest, Bureau 1000, Montréal (Québec) Canada, H3G 1N2.

CENTRE DE RECHERCHE INFORMATIQUE DE MONTREAL. Researcher - Design of Reliable VLSI Circuits. CRIM is seeking a researcher to work with its team in the design of reliable VLSI circuits. This is a one-year position with possibility of renewal. The successful candidate will also be offered a link with one of CRIM's member universities. This link involves the supervision of graduate students and the teaching of one or two courses per year. Candidates must have an earned doctorate with research expertise relevant to the interest of the team. Candidates must be also fluent in French or willing to learn. Work in VLSI is directed towards symbolic design and design automation, design verification, testing, concurrent detection and fault tolerant computing. In accordance with Canadian Immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. If no suitable candidates are found, the search will be extended to include other candidates. Applicants should send, under reference number ES8803A-AS, a resumé, list of publications and three references to Dr. Jacqueline Bourdeau, Assistant Director of Scientific Research at: Centre de recherche informatique de Montréal (CRIM), 1550 de Maisonneuve Blvd. West, Suite 1000, Montréal (Québec) Canada, H3G 1N2.

COMPUTER SCIENCE & ENGINEERING

THE UNIVERSITY OF WATERLOO. Research Associates and Definite Term Faculty. The Ontario government has recently awarded a centre of excellence in Information Technology to the University of Waterloo and the University of Toronto (with the participation of Queen's University and the University of Western Ontario). Research Associates and Definite Term Faculty positions are available at the University of Waterloo in all areas of Computer Science and Electrical Engineering relevant to Information Technology. Applications should be sent to either: Professor J.A. Brzozowski, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; or, Professor J.W. Mark, Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University encourages both women and men to apply.

EARTH SCIENCES

UNIVERSITY OF WATERLOO. The Department of Earth Sciences, University of Waterloo, invites applications for a definite-term appointment at the Assistant Professor rank. Candidates should have a Ph.D in a discipline such as stratigraphy, structural geology, petrology, or economic geology. Expertise of interest in modern concepts in tectonics and basin analysis would be useful. The undergraduate teaching load will be 3 to 4 term courses per year. The appointment, which will commence August 1, 1988, subject to budgetary approval, is for 2 years with the possibility of extension up to 5 years. The salary is expected to lie between $29,000 and $34,000 depending on the experience of the applicant. Applications, with CV and the names of 3 referees, should be sent to Dr. E.C. Appleyard, Chair, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women candidates are particularly welcome.

ECONOMICS

SIMON FRASER UNIVERSITY. The Department of Economics, Simon Fraser University, invites applications for an instructor position. Duties: to teach BUEC 333, Elementary Economic and Business Statistics II, one evening a week. Applicants should be nearing completion of a doctoral degree and preferably have experience teaching statistics at the university level. Salary for the four month term beginning September 6, 1988 is $6,000. The position is subject to sufficient enrolment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor offers equal opportunity for employment to qualified female and male applicants. Applications will be accepted until the position is filled. Applicants should send a Curriculum Vitae and the names and addresses of at least three referees to: Appointments Committee, c/o Dr. Michael A. Awender, Coordinator of Programs, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4.

LAKEHEAD UNIVERSITY. Academic Employment Opportunities - Education. The Faculty of Professional Studies at Lakehead University invites applicants for five term appointments in the School of Education effective 1 September 1988. 1. Field Experience Coordinator: to work with the Chairman of the Pre-service Programs to organize and supervise student teaching and related field experiences, with some teaching responsibilities; 2. Educational Administration and Foundations: to teach introductory courses related to Education in Ontario; 3. Educational Psychology: to teach introductory Educational Psychology courses; 4. General Curriculum and Instruction - Elementary: to teach introductory courses in curriculum development and evaluation; 5. General Curriculum and Instruction - Secondary: to teach introductory courses in curriculum development and evaluation. Candidates must hold a valid teaching certificate with appropriate background experiences at the elementary and/or secondary levels. A doctoral degree in an appropriate academic area is preferred; however, candidates with lesser academic credentials who have a rich and varied background in education will be considered. For positions 2, 3, 4 and 5, duties will include an appropriate combination of teaching, student supervision, scholarship, professional service and related duties. Some off-campus teaching may be required. Rank and salary will be commensuriate with qualifications and experience. Send full curriculum vitae and the names of three referees by 30 June 1988 to: Dr. Dianne L. Common, Dean of Professional Studies, Lakehead University, Thunder Bay, Ontario, P7B 5E1. Lakehead University is an equal opportunity employer. In accordance with Canadian Immigration regulations, applications from Canadian citizens and landed immigrants will be given preference.

McGILL UNIVERSITY. Education - Research Development. 1. The Faculty of Education of McGill University has received authorization to search for an Associate or Assistant Professor (according to experience) in the new Centre for Research and Development in Teaching. 2. Duties: to establish a departmental cross-appointment, and whose principal responsibility shall be to aid faculty members in the development of educational research. 2. Qualifications sought: (e) doctorate in a relevant field of education, that is, Faculty of Instructional Development or Research Design, (b) strong personal publications record, including joint authorship with colleagues, (c) experience in collaborative research, (d) expertise in developing opportunities for field-based research, (e) ability to be a catalyst for research by others new to the activity, (f) personal scholarly interest in faculty or instructional development, and (g) leadership and administrative skill. 3 Duties will include research development, particularly advice in the preparation of research and publication proposals, consultation on the design and conduct of research, especially with members of Faculty newly involved in research, and in facilitating collaborative projects with schools and other agencies. The incumbent will have a half teaching load. 4. The 1987-88 salary base for an Associate Professor is approximately $39,000. Allowance is made for experience. 5. Please address a letter of application including a CV, the names of at least three referees, and examples of publications to Professor Bruce M. Shore, Director, Centre for Research and Development in Education, Faculty of Education, McGill University, 3700 McTavish, Montreal, Quebec, H3A 1Y2. 6. This tenure-track appointment is subject to budgetary approval in late 1988, and is intended to take effect in June or September, 1989. 7. Closing date: October 1st, 1988 or until the position is filled. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.

ENGINEERING

UNIVERSITY OF BRITISH COLUMBIA. Department of Mining and Mineral Process Engineering. Start Date: September 1, 1988 (Negotiable). Application Deadline: July 1, 1988. Faculty Rank: Assistant to Associate Professor - Tenure Track. Qualifications: PhD or equivalent in either mining engineering or mineral process engineering, in mining engineering applicant to have specialization in mine design and open pit and underground mining methods with preferred expertise in rock fragmentation, computer simulation, modelling of mining methods and selection/sizing of mining equipment; in mineral process engineering: applicant to have specialization in plant design and in unit operations/processes with preferred expertise in process control, advanced control methods and dynamic simulation. Salary Range: Commensuriate with experience. Duties: Working in conjunction with seven (7) faculty members, the appointee is expected to generate a strong research programme with graduate student supervision involved and to teach both undergraduate and graduate courses. Enquiries, including a detailed curriculum vitae with the names of three referees, should be addressed to: A.L. Mular, Professor and Head, Department of Mining and Mineral Process Engineering, University of British Columbia, 517D - 6350 Stores Road, Vancouver, B.C. V6T 1W5. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Position subject to final budgetary approval. An Equal Opportunity Employer.

UNIVERSITY OF NEW BRUNSWICK, CANADA. Visiting Professor - Special Education (September 1988 - August 1989). Candidates must currently hold a tenured position to which they will return after the period of the visiting professorship. Applications are invited from candidates with considerable expertise in dealing with special needs children, especially those with low incidence handicaps, in regular school settings. The Province of New Brunswick has adopted a policy of integrating special needs children into regular school situations. The successful candidate will be expected to contribute to the successful implementation of the policy by contributing to courses at the undergraduate and graduate levels at the University and by working directly with individual schools and school districts. Candidates should have post-graduate qualifications as well as extensive and successful experience working with teachers. It is expected that the successful candidate will secure a leave of absence from his/her current employer for a period of one year from September 1, 1988. The salary will be in the range of $50K-$55K with an appropriate removal allowance also available. In accordance with Canadian Immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents. Applications (including c.v. and names and addresses of four referees) should be sent to: Dr. Andrew S. Hughes, Dean, Faculty of Education, University of New Brunswick, Bag Service #45333, Fredericton, N.B., Canada, E3B 5E3.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Northwestern Centre. Applications are invited for a tenure-track faculty position at the Northwestern Centre, Thunder Bay, Ontario. The purpose of the Centre is to carry out Institute activities in field development, dissemination and research. It is essential that the candidate be able to establish and maintain productive working relationships with administrators and teachers in school systems. Minimum requirements include an earned doctorate. The successful candidate will assist local systems in cooperatively developed projects which will reflect the personal knowledge, expertise and research interests of Centre faculty and staff. Extensive travel within the region is required. Broad experience in Ontario and Canadian education would be an asset. This experience might include work directly in schools. Other general qualifications include the ability to develop and conduct dissemination and development projects; to develop and conduct research activities; and to participate in professional development activities. Starting date is negotiable. Applications, including an up-to-date curriculum vitae and the names of three or more referees, must be submitted by August 15, 1988 to: Dr. Angela Hildyard, Assistant Director, Field Services and Research, The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6.

UNIVERSITY OF WINDSOR. Faculty of Education. Applications are invited for the following tenure-track positions at the Assistant Professor level: 1. Educational Administration; 2. Science-Math Education; 3. English Education; 4. Primary Education. Doctorate or near doctorate in the appropriate field is required. Preference will be given to applicants with Teaching Certificate and experience. Duties include teaching Graduate and Undergraduate courses. Salary is negotiable. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor offers equal opportunity for employment to qualified female and male applicants. Applications will be accepted until the position is filled. Applicants should send a Curriculum Vitae and the names and addresses of at least three referees to: Appointments Committee, c/o Dr. Michael A. Awender, Coordinator of Programs, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4.

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McGILL UNIVERSITY. Education - Research Development. 1. The Faculty of Education of McGill University has received authorization to search for an Associate or Assistant Professor (according to experience) in the new Centre for Research and Development in Teaching. 2. Duties: to establish a departmental cross-appointment, and whose principal responsibility shall be to aid faculty members in the development of educational research. 2. Qualifications sought: (e) doctorate in a relevant field of education, that is, Faculty of Instructional Development or Research Design, (b) strong personal publications record, including joint authorship with colleagues, (c) experience in collaborative research, (d) expertise in developing opportunities for field-based research, (e) ability to be a catalyst for research by others new to the activity, (f) personal scholarly interest in faculty or instructional development, and (g) leadership and administrative skill. 3 Duties will include research development, particularly advice in the preparation of research and publication proposals, consultation on the design and conduct of research, especially with members of Faculty newly involved in research, and in facilitating collaborative projects with schools and other agencies. The incumbent will have a half teaching load. 4. The 1987-88 salary base for an Associate Professor is approximately $39,000. Allowance is made for experience. 5. Please address a letter of application including a CV, the names of at least three referees, and examples of publications to Professor Bruce M. Shore, Director, Centre for Research and Development in Education, Faculty of Education, McGill University, 3700 McTavish, Montreal, Quebec, H3A 1Y2. 6. This tenure-track appointment is subject to budgetary approval in late 1988, and is intended to take effect in June or September, 1989. 7. Closing date: October 1st, 1988 or until the position is filled. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.

ENGINEERING

UNIVERSITY OF BRITISH COLUMBIA. Department of Mining and Mineral Process Engineering. Start Date: September 1, 1988 (Negotiable). Application Deadline: July 1, 1988. Faculty Rank: Assistant to Associate Professor - Tenure Track. Qualifications: PhD or equivalent in either mining engineering or mineral process engineering, in mining engineering applicant to have specialization in mine design and open pit and underground mining methods with preferred expertise in rock fragmentation, computer simulation, modelling of mining methods and selection/sizing of mining equipment; in mineral process engineering: applicant to have specialization in plant design and in unit operations/processes with preferred expertise in process control, advanced control methods and dynamic simulation. Salary Range: Commensuriate with experience. Duties: Working in conjunction with seven (7) faculty members, the appointee is expected to generate a strong research programme with graduate student supervision involved and to teach both undergraduate and graduate courses. Enquiries, including a detailed curriculum vitae with the names of three referees, should be added essed to: A.L. Mular, Professor and Head, Department of Mining and Mineral Process Engineering, University of British Columbia, 517D - 6350 Stores Road, Vancouver, B.C. V6T 1W5. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Position subject to final budgetary approval. An Equal Opportunity Employer.

THE UNIVERSITY OF BRITISH COLUMBIA. Chemical Engineering. Applications are invited for a non-tenure track position as lecturer in the Chemical Engineering Department, The University of British Columbia for the period of July 1, 1988 to June 30, 1989, but starting date may be negotiated. The successful candidate will be expected to teach core chemical engineering courses and possibly one elective course depending on the interests of the applicant. Opportunities will be available for research collaboration with other members of the faculty. Salary will depend upon the qualifications of the candidate but will not be more than $32,000 for the year. Minimum qualifications: Graduate degree in Chemical Engineering. Since this position is for Sabbatical replacement it is non-renew-

able. Closing date for applications July 15, 1988. Priority will be given to Canadians or permanent residents. Send resume, names and addresses of three references and a summary of your teaching and research interests to: Prof. K.L. Pinder, Head, Department of Chemical Engineering, University of British Columbia, 2216 Main Mall, Vancouver, B.C. V6T 1W5; Telephone: (604) 228-2563. The University of British Columbia offers equal opportunities to qualified male and female candidates.

UNIVERSITY OF NEW BRUNSWICK. Subject to availability of funds, The Department of Civil Engineering at the University of New Brunswick has a tenure track position open in the area of Structural Engineering with specialization in Concrete, Prestressed Concrete, and Concrete Materials Research. A Ph.D. and evidence of research potential is required. Teaching will be in the area of Mechanics and Concrete Design at the graduate and undergraduate levels. Salary and rank will be commensurate with experience and qualifications at the Assistant/Associate level. Applicants must be eligible for registration as a professional engineer in the province of New Brunswick. A detailed resume with the names of three referees should be sent to: Dr. W. Falg, Acting Dean of Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, E3B 5A3; Tel: (506) 453-4570; FAX: (506) 453-3568. The effective date of appointment is July 1st 1988, or as soon thereafter. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Civil Engineering. Applications are invited for a tenure-track appointment. Priority areas for the new appointment will be in water resources systems. Experience in numerical modelling, optimization and risk assessment, as applied to water quantity and quality, is important. The overriding requirements for a successful candidate will be basic capabilities and versatility plus the perspective and adaptability he or she can bring to bear on the challenges facing civil engineering teaching and research over the next few decades. Qualified candidates, with a PhD or equivalent plus eligibility for professional registration, should submit a summary of their views on these requirements together with a detailed personal resume and names of at least three referees by July 29, 1988 to Dr. Ralph Haas, Chairman, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. It is the intention of the University of Waterloo to fill its vacancies with assistant professors wherever possible. Applications from women candidates are particularly welcome.

UNIVERSITY OF WATERLOO. Mechenical Engineering. Applications are being accepted for a tenure-track faculty position in the area of Automatic Control, both digital and analog. Teaching responsibilities will primarily cover undergraduate and graduate level courses in Control and Automation of Machinery. The successful candidate should have an interest in Advanced Manufacturing Technology, and will be expected to carry out and direct research in this area, since the Department is a major participant in the Manufacturing Research Corporation of Ontario, a joint Government, Universities and Industry venture. Salary will be commensurate with experience and qualifications. A detailed curriculum vitae together with the names of three referees should be sent to: Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Phone: (519) 885-1211. No closing date for receipt of applications has been set, however, first consideration will be given to those applicants who at the time of application are Canadian citizens or permanent residents. It is the intention of the University of Waterloo to fill its vacancies with assistant professors wherever possible. Applications from women candidates are particularly welcome.

UNIVERSITY OF WATERLOO. Electrical Engineering. The Department of Electrical Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to persons specializing in these areas: communications, high voltage insulation and microwave integrated circuits. The level of the appointments and salary will be commensurate with the qualifications of the candidate. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. The candidate must have a doctoral degree and a strong commitment to research and teaching. Candidates should send their resume to: Dr. Ian F. Blake, Chairman, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women candidates are particularly welcome.

UNIVERSITY OF ALBERTA. The Department of Mechenical Engineering at the University of Alberta is taking applications for two teaching positions at the Assistant Professor level (salary range $32,564 - $46,700) in all areas of Mechenical Engineering. The successful applicants will be involved in the teaching of both undergraduate and graduate courses in Mechanical Engineering including laboratories and design seminers. Each successful applicant will be required to develop a viable research program including having the ability to attract and supervise graduate students within the framework of the facilities and broad interest existing in the department. Please submit Curriculum Vitae, description of research goals and interests, and the names, addresses and telephone numbers of three referees to M.G. Faulkner, Chairman, Department of Mechanical Engineering, Mechanical Engineering Building, University of Alberta, Edmonton, Alberta, T6G 2G8, Canada. The University of Alberta is an equal opportunity employer, brt in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for submitting applications is August 31, 1988.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Mining Engineering. Applications are invited for a tenure track faculty position to teach undergraduate and graduate courses in Mining Engineering. Broad industrial and teaching experience are desirable. The successful candidate will also be expected to pursue a vigorous research program. Send application, including curriculum vitae and names of three referees to: Dr. L.A. Adorjan, Head, Mining and Metallurgical Engineering Department, Technical University of Nova Scotia, Halifax, N.S., B3J 2X4. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

ENGLISH

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track appointment at the Assistant Professor level, in the area of Medieval Literature, specializing in Chaucer. Requirements are a Ph.D., teaching experience and a good publication record. Some administrative experience would also be a definite asset. Applications, including curriculum vitae and letter sent by three academic referees, should be addressed to: Dr. Richard Homsey, Head, Department of English, University of Windsor, Windsor, Ontario, N9B 3P4. The appointment, subject to budgetary approval, will be effective on July 1, 1988. In accordence with Canadien Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Windsor offers equal employment opportunities to qualified male and female applicants.

TRENT UNIVERSITY. The Department of English Literature invites applications for a tenure-track appointment at the Assistant Professor level with effect from 1 July, 1989. Salary will be determined according to qualifications and experience; the minimum salary for an Assistant Professor as of 1 July, 1989 will be $33,666. Applicatlons should have completed the Ph.D., demonsirated excellence in teaching and scholarship, and have experience in one or more of the following areas: Critical Theory, 19th Century British Literature, and 20th Century American Literature. Duties will include teaching three courses, one at the first-year level. In accordance with Canadian immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents. Female candidates are strongly encouraged to apply. All applications, accompanied by transcripts, representative publications, and a lull curriculum vitae showing qualifications and previous experience and giving the names of at least three referees who have been asked to write on the candidete's behalf should be sent to Professor O. Mitchell, Chairman, Department of English Literature, Trent University, Peterborough, Ont. K9J 7B8 before 16 October, 1988.

ENVIRONMENTAL SCIENCES

UNIVERSITY OF WINDSOR - GREAT LAKES INSTITUTE. NSERC University Fellowships: Environmentiel. The Great Lakes Institute, In conjunction with the appropriate academic departments of the University of Windsor, is seeking strong candidates for NSERC University Fellowships. The Institute is a multidisciplinary research group, with a special interest in projects pertaining to environmental management. The Institute maintains a well staffed lab which carries out GC, GC/MS, AA and ICAP analyses of trace contaminants. The Institute is also abla to support field programs by providing logistic support and ship time. Candidates with experise in environmental chemistry, engineering, or geology especially those with past experience on aquatic systems, era encouraged to apply. Nominees must be Canadian citizens or permenant residents and should possess both a Ph.D. and 1-2 years postdoctoral experience. Individuals interested in nomination for these fellowships era invited to submit a curriculum vitae, selected reprints and the names of three references to: Dr. P.D.N. Hebert, Great Lakes Institute, University of Windsor, Windsor, Ontario N9B 3P4.

FINE ARTS

CONCORDIA UNIVERSITY. The Department of Sculpture, Ceramics and Fibres, Faculty of Fine Arts, Concordia University, invites applications for the following position, commencing with the 1988-89 academic year: Assistant Professor, Fibres - Tenura Track. The successiul candidate will be required to work within a large and diverse Fine Arts Faculty dedicated to strong undergraduate and graduate teaching. Candidates should also have a strong interest in and sensitivity to the interrelationship of the three departmental units. Apolicants should have a working knowledge of traditional and non-traditional Fibre Structure techniques and processes and be prepared to teach these techniques. The position involves teaching courses at all undergraduate and graduate levels as well as participating in administrative activities of the department. The successful candidate will also be expected to maintain artistic productivity during the appointment. An MFA or equivalent, evidence of previous effective University/College level teaching experience and a strong desire to contribute to an intense and demanding undergraduate and graduate curriculum are all central to this position. Bilingualism will be considered an asset. The position commences September 1, 1988. Salary is commensurate with qualifications and experience. Applications, including curriculum vitae, the names of three referees, examples of recent art work (and student work if available) in slide form should be sent to: Chair, Search Committee, Department of Sculpture, Ceramics & Fibres, Concordia University, VA Building, Room 262, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Deadline for receipt of application is August 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FRENCH

BRESCIA COLLEGE invites applications for a two-year leave replacement positional the Assistant Professor level beginning July 1, 1988. Applicants should have a PhD completed or nearly completed and be fluent in French. Duties will include teaching undergreduate courses in French Civilization, Language and Introduction to French Literature. The ability to teach effectively is expected. Rank and salary according to experience and qualifications. Send curriculum vitae end the names of three references to Sister Dolores Kuntz, 1285 Western Road, London, Ontario, N6G 1H2. In accordance with Canadian Immigretion requirements, this advertisement is directed to Canadian citizens and permenent residents.

HUMAN GENETICS

UNIVERSITY OF MANITOBA. The Department of Human Genetics is seeking to make a contingent appointment at the Assistant Professor level. Candidates should have good background in human genetics and interest in developing an excellent research program in the area of Human Molecular Genetics. Salary will be guaranteed for three years and thereafter will be dependent on the individual attracting external career award support. Sponsorship for national and focal career award competitions will be provided. Laboratory start-up funds will be provided. Qualifications: Ph.D. in Genetics and at least two years Post-Doctoral training in Human Molecular Genetics. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Both men and women are encouraged to apply. Apolications Including a Curriculum Vitae, a statement of research interests and names of three referees, should be sent to Dr. John L. Hamerton, Professor and Head, Department of Human Genetics, Faculty of Medicine, The University of Manitoba, T250-770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3, Canada. Position to be filled as soon as possible.

LAND RESOURCE SCIENCE

UNIVERSITY OF GUELPH. A Chair in Land Stewardship has been created at the University of Guelph to provide leadership in research and extension in Ontario. Applications are invited from scientists with a Ph.D. (or equivalent) and with an established research record and demonstrated communication skills in crop production and/or environmental systems. The incumbent will be responsible for promotion of all espects of land stewardship including preservation of water quality, protection of natural areas and agroforestry. Research emphasis will be on the development of innovative soil management and crop production systems that are economically viable and environmentally sound. Funding is available to provide an assistant and a significant operating budget. The incumbent will be appointed to the Centre for Soil and Water Conservation recently established to provide a focal point for the wide-ranging activities at the University in soil and water conservation. The position is tenured or tenure-track with salary and rank commensurate with qualifications and experience. Applications, including a resume and the names and addresses of at least three references, should be submitted by July 15 to Dr. L.P. Milligan, Dean of Research, University of Guelph, Guelph, Ontano, N1G 2W1. The University of Guelph has a commitment to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval.

LANDSCAPE ARCHITECTURE

UNIVERSITY OF GUELPH. The School of Landscape Architecture is seeking to fill a full-time, 12 month, tenure track position in Landscape Architecture at the Assistant Professor level. The primary focus is directed toward undergraduate and graduate instruction in design and history. Qualifications: Applicants must have a graduate degree in landscape architecture with experience in physical design. Candidates are particularly sought who have expertise in design theory and the history of cultural form. Excellence in teaching and potential research specializations are emphasized. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Responsibilities: 1. Teach four courses annually and supervise individual student work as required at the undergraduate and graduate levels. Courses include design studios, history of cultural form, the history of landscape architecture and seminars. 2. Participate on School/University committees. 3. Develop and maintain a research program in the individual's area of specialization. Applicants should submit a resume, completed projects, and/or research publications and two letters of reference to: Professor Walter H. Kehm, Director, School of Landscape Architecture, University of Guelph, Guelph, Ontario N1G 2W1. Closing Date for applications and supporting materials is June 30, 1988. Subject to final budgetary approval. The University of Guelph is committed to employment equity.

LIBRARY

UNIVERSITY COLLEGE OF CAPE BRETON. Head Librarian. The University College of Cape Breton has reopened its search for a Head Librarian. The position entails the administrative and technical responsibilities of the library including collection development, automation, preservation, public and technical services, instructional support, budget, and personnel management. At this stage of development of the institution, it is essential that the person appointed be able to develop the Library, over a period of years, to a high academic level. The Head Librarian reports to the Dean of Academic and Student Services. The library collection including books, bound periodicals, maps, and federal and provincial government documents numbers in excess of 200,000 volumes. The library houses five special collections. It is staffed by the Head Librarian, three professionals, five library assistants, and two secretaries. In the Faculty of Arts and Science, the enrolment is 1,200 full-time and 778 part-time students. There are 596 students in the Faculty of Trades and Technology. The faculty complement of the University College is 130 full-time and approximately 50 part-time. The applicant will: (a) possess a graduate degree in Library or Information Science from an accredited institution; (b) have recent professional library experience with increasing administrative responsibilities preferably within the university setting; (c) have a familiarity with academic research and scholarship information resource systems and current technological developments; (d) have experience with budget preparation and personnel management; (e) have the ability work collegially and to communicate effectively with other university officers, faculty, staff, students, and the public. The present Librarian will retire at the end of June, 1988, and the University seeks to fill the position as soon as possible. This is viewed as a key administrative position within the University College and the salary to be offered will be commensurate with qualifications and experience. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The deadline for application is June 30, 1988. Applications with curriculum vitae and the names and addresses of three references should be addressed to: Dean Donald Fewer, Dean of Academic & Student Services, University College of Cape Breton, P.O. Box 5300, Sydney, N.S., Canada, B1P 6L2.

MANAGEMENT

CONCORDIA UNIVERSITY. The Department of Management invites people interested in a limited-term teaching appointment (one year) to forward their curriculum vitae and introductory letter to Dr. J.B. Prince, Concordia University, Management Department, (CL316), 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6. Specific teaching opportunities include: Introduction to Management, Organizational Behaviour, Human Resources Management, Industrial Relations, Policy Strategy and Business Law. Applicants should have an MBA or Masters degree in a relevent discipline. Teaching experience is a definite advantage. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MATHEMATICS

LAKEHEAD UNIVERSITY, Department of Mathematical Sciences. Applications are invited for a term position at the Associate or Assistant Professor level starting September 1, 1988 in the Department of Mathematical Science, Lakehead University, Thunder Bay, Ontario. Responsibilities include research as well as teaching at the graduate and undergraduate level. Candidates in all areas of mathematics will be considered with preference for people doing publishable research. The minimum qualification is a Doctoral Degree or equivalent industrial and/or academic experience Curriculum vitae, names of three references and up to three papers to: Dr. J.H.M Whitfield, Lakehead University, Thunder Bay, Ontario, P7B 5E1, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equal Opportunity Employer.

MATHEMATICS & ASTRONOMY

UNIVERSITY OF MANITOBA. Apolications and nominations are invited for the position of Head of the Department of Mathematics and Astronomy at the University of Manitoba. The Department consists of 27 mathematicians and two astronomers and offers undergraduate programs in both mathematics and astronomy, and graduate programs in mathematics. The term of a Head in the Faculty of Science is normally five years. The academic appointment will be at a rank and with a salary consistent with qualifications end experience. The successful candidate will be able to provide effective leadership to a department that is strong in both teaching and research. Applications should be received by September 15, 1988, and the appointment will take effect July 1, 1989 Responses from both women and men are encouraged. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to: C.C. Belgelow, Dean, Faculty of Science, 250 Machray Hall, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

MATHEMATICS & STATISTICS

CARLETON UNIVERSITY. NSERC University Research Fellowship. The Department of Mathematics and Statistics of Carleton University is seeking strong candidates to sponsor for NSERC University Research Fellowships in any branch of mathematics and statistics. The term of these fellowships is normally five years and Fellows are selected by NSERC on a competitive basis. Compensation will be at the Assistant Professor level. Nominees must be Canadian citizens or permanent residents at the time of nomination. Those persons, male or female, interested in applying for these fellowships through the Department of Mathematics and Statistics at Carleton University are invited to submit a curriculum vitae and transcripts to: Dr. Cyril W.L. Garner, Chairman, Department of Mathematics and Statistics, Carleton University, Ottawa, Ontano, Canada, K1S 5B6, before September 15, 1988. Applicants should arrange for at least three letters of reference to be sent directly to the above address.

MEDICINE

THE UNIVERSITY OF AUCKLAND, New Zealand. School of Medicine. The University Council invites applications for A Senior Lecturership (Medicine) in Paediatrics (Limited Term Appointment, up to 31 January 1993) Department of Paediatrics Candidates must hold a medical qualification registrable in New Zealand together with a recognised postgraduate qualification in Paediatrics and should preferably have had some experience in teaching undergraduate and postgraduate medical students. They must be able to demonstrate ability to undertake and sustain research activities in some aspect of Paediatrics, particularly in areas in which the Department is currently active in Research. The duties will include the teaching of general paediatrics at the undergraduate level and contributions to graduate courses for MSc (Med Sc) students. The successful candidate will have clinical responsibilities of up to 5-10ths at one or more of the Auckland Hospital Board's institutions. Commencing salary will be established within the range of $NZ57,800 - $73,000 depending upon qualifications and experience. Conditions of Appointment and Method of Application are available from the Assistant Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland, New Zealand. Applications in accordace with the Method of Application, should be forwarded as soon as possible

CAUT expects that all positions advertised in the *Bulletin* are open to both men and women.

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L'ACPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes.

MICROBIOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA. Two postdoctoral positions availabe Sept 1, 1988 for researchers interested in the study of the regulation of immune responses by an antigen-specific factor and a novel lymphokine. The research in progress compnses the biological and biochemical characterization of these molecules as well as the molecular cloning of the cDNA encoding these molecules Experience in immunology, biochemistry and/or molecular biology is desirable. Salaries for these positions are in accordance with the guidelines of the Medical Research Council of Canada. Send a C.V. and the names of three people who can be contacted for letters of reference to: Dr. H.S. Teh, Dept of Microbiology, University of British Columbia, Vancouver, Canada V6T 1W5 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MUSEUM

ROYAL ONTARIO MUSEUM. Coordinator of Exhibit Evaluation and Visitor Research. The Royal Ontario Museum requires a Coordinator of Exhibit Evaluation and Visitor Research in the Department of Exhibit Design Services to plan and direct a program of exhibit evaluation and audience research The Coordinator will consult widely with Museum staff in the design of studies, provide functional direction to staff members participating in research projects, and train designated staff in appropriate research and evaluation methods. The Coordinator will be responsible for the design and implementation of Museum visitor behaviour studies for the purpose of informing exhibit design policies and standards. The successful candidate should possess a Master's degree in a related field of study (social sciences, educational psychology, or human behaviour preferred) and a minimum of 5 years' relevant work experience. Additional qualifications include proven organizational and communication skills, and advanced knowledge of current and innovative museum visitor research methods. Thorough understanding of educational and cultural Institutions is preferred. Qualified candidates should apply in writing only and prior to July 15, 1988, to: Recruiting Coordinator, Personnel Department, Royal Ontario Museum, 100 Queen's Park, Toronto, Ontario, Canada, M5S 2C6.

MUSIC

BRANDON UNIVERSITY. Elementary Music Education. Position Lecturer or Assistant Professor, full-time. Qualifications: Doctorate preferred; successful public school experience required, successful university teaching experience desirable; evidence of research expertise. Duties: Teach undergraduate and graduate courses in elementary music education and research methods; supervise student teaching in music; other responsibilities according to qualifications. Appointment: Effective September 1, 1988. Rank and terms of appointment commensurate with the successful applicant's qualifications and experience. Applicants should submit a curriculum vitae and arrange to have three letters of reference sent to: Music Education Search, School of Music, Brandon University, Brandon, MB, R7A 6A9, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. The Department of Music, Faculty of Fine Arts, Concordia University, invites applications for a full-time tenure track position in Jazz Studies at the Assistant Professor level. Duties Involve teaching of jazz arranging and composition; may include direction of jazz ensembles, instrumental and/or vocal Qualifications are a Masters or equivalent with relevent teaching and performing experience. Interested candidates should send a letter of application along with a portfolio of written and recorded examples of their work, and three lattars of recommendation to: Christopher Jackson, Chair, Department of Music, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NATIVE STUDIES

UNIVERSITY OF ALBERTA. Cree Language Instructor. The School of Native Studies, University of Alberta invites applications for a tenure track appointment in the Cree Language at the Assistant Professor level, starting Sept. 1, 1988 or earlier. Salary range for this position in 1988-89 is $ 32,564 - $ 46,700. The successful candidate must have fluency in the Plains (Y) dialect of Cree and facility in writing Cree (both in syllabics and Roman orthography). In addition, the candidate must possess a successful record of teaching Cree at the post-secondary and/or secondary levels. Research interests in the curriculum development area are preferred. A letter of application and a curriculum vitae (resume) efong with names of three references should be sent to: Richard Price, Director, School of Native Studies, 11036 - 89 Avenue, Edmonton, Alberta, T6G 2Z6. The competition deadline is June 30, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment.

NUTRITIONAL SCIENCES

UNIVERSITY OF GUELPH. College of Biological Science. The Department of Nutritional Sciences invites applications for the position of Professor for a three year contract beginning in January 1989. The successful candidate will carry out research and teach in the area of fish nutrition. Applicants should have experience and training in the biochemical and physiological aspects of rainbow trout nutrition and have a current and distinguished record of scholarly activity in the field. Send applications, curriculum vitae, including a list of publications and the names of three references to: Dr. H.S. Bayley, Chairman, Department of Nutritional Sciences, University of Guelph, Guelph, Ontario, Canada N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to employment equity

PAINTING & DRAWING

CONCORDIA UNIVERSITY. The Department of Painting and Drawing, Faculty of Fine Arts, Concordia University, has two full-time positions available at the level of Assistant Professor. The appointees will teach courses at the undergraduate level. Experience in teaching at the University level is essential. The candidate should be bilingual and have experience in administration or coordination of programmes. Salary will be at the base level for an Assistant Professor. Letters of application must be accompanied by a complete curriculum vitae, the names of three people who would be prepared to serve as references. Slides of recent work of the applicant are also required. We are an equal opportunity employer. Qualified men and women are both encouraged to apply. Applications will be reviewed by June 30, 1988. Please address all applications to: Search Committee, Attention Patrick Lansdley, Department of Painting and Drawing, Faculty of Fine Arts, Concordia University, 1395 Dorchester Blvd. West, Montreal, Quebec, H3G 2M5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

PATHOLOGY

UNIVERSITY OF WESTERN ONTARIO/ UNIVERSITY HOSPITAL. Immunopathologist. Applicants should hold F.R.C.P.(C) or equivalent in Anatomic Pathology, and must be qualified to provide anatomic pathology services to University Hospital with particular emphasis in Immunopathology. The laboratory has an active Immunopathology, Immunocytochemistry service with flow cytometry. The Department has a graduate program in Immunopathology. Interest in teaching residents and graduate/medical students required. Incumbent will have opportunity for clinical and/or basic research. Appointment will be a faculty member of the University of Western Ontario and geographic full-time at University Hospital. Rank and salary determined by qualifications. Position is available July 1, 1988. London is located between Toronto and Detroit and near Lake Erie and Lake Huron. The area has numerous recreational and cultural facilities and is near Stratford with its famous Summer Theatre program. Applicants must have qualifications permiting medical registration in the Province of Ontario. Applicants should reply to: Robert A. Goyer, M.D., Chairman, Department of Pathology, Health Sciences Center, The University of Western Ontario, London, Ontario, N6A 5C1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. Position is subject to budget approval. An Equal Opportunity Employer.

PHARMACOLOGY

DALHOUSIE UNIVERSITY. Pharmacologist. The Department of Pharmacology, Dalhousie University invites applications for a tenure track faculty position at the Assistant Professor level. Applicants should have a PhD or equivalent degree plus some post doctoral experience. Successful candidates will be expected to participate in undergraduate and graduate teaching and to maintain an independent research program. Preference will be given to applicants with experience in cardiovascular, biochemical or molecular pharmacology; however outstanding applicants in other areas are encouraged to apply. A curriculum vitae, a brief statement of research interests and three letters of reference (direct from referees) should be sent to Dr. Kenneth W Renton, Professor and Head, Department of Pharmacology, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4H7. Dalhousie University is an equal opportunity/affirmative action employer. In accordance with Canadian immigration regulations this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

PHILOSOPHY

YORK UNIVERSITY. Faculty of Arts. Department of Philosophy. Assistant Professor, one-year contractually limited. Qualifications: Ph.D. or equivalent in Philosophy, teaching experience and publications. Main area of specialization: Ancient philosophy but must have interest and demonstrated expertise in other areas of Philosophy as well. Duties: may include teaching in both graduate and undergraduate programmes. Appointment effective: July 1, 1988, pending University approval. Applications, including curriculum vitae and at least three letters from academic referees should be sent to: Chair, Department of Philosophy, York University, 4700 Keele Street, North York, Ontario, Canada M3J 1P3. Application Deadline: June 30, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

PHOTOGRAPHY

CONCORDIA UNIVERSITY. The Photography Programme in the Department of Printmaking and Photography, Faculty of Fine Arts, Concordia University, seeks a full-time Assistant Professor, tenure track, to teach at the undergraduate level. As well as teaching responsibilities, the appointee will be required to carry out administrative duties and to maintain a research/exhibition record. Since the photography programme is within the Faculty of Fine Arts, the candidate should have experience commensurate with the orientation of the programme: an M.F.A. or equivalent is an asset, as in previous university teaching, an exhibition record and bilingualism (English/French). Letters of application must be accompanied by an up-to-date curriculum vitae, slides of current work, the names of three persons prepared to serve as references, and previous teaching evaluations where possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified women and men are encouraged to apply. The application deadline is June 30, 1988. Please address all applications to the Search Committee, Attention: Gabor Szilasi, Department of Printmaking and Photography, Faculty of Fine Arts, Concordia University, 1395 Dorchester Blvd. West, Montreal, Quebec, H3G 2M5.

PHYSICS

UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, high-temperature superconductivity, particle physics and relativity, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resume and names of 3 references to Professor A.D.S. Nagy, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

POLITICAL SCIENCE

ST. THOMAS UNIVERSITY. Political Science. Two positions in a small, undergraduate liberal arts university: probationary (tenure track) and one year, limited term. For political scientists possessing a Ph.D. to develop an honours programme and to teach in at least two of the following fields: Canadian (Federal/Provincial Governments, Parties and Elections, Public policy, Canadian Constitutional Law), Comparative (U.S., Communist systems), Comparative Area Studies (Middle East and Latin America preferred), Political Theory (analytical or traditional), Scope and Methods, Politics and Women. Applications with curriculum vitae and letters of reference should be forwarded to Dr. Richard Costello, Chairperson, Department of Social Sciences, St. Thomas University, Fredericton, N.B., E3B 5G3. Applications are invited from any qualified Canadian citizen or permanent resident to whom, in accordance with Canadian immigration requirements, this ad is directed. Closing date: July 15, 1988.

PSYCHIATRY

NOVA SCOTIA HOSPITAL AND DALHOUSIE UNIVERSITY DEPARTMENT OF PSYCHIATRY. Director of Academic Psychiatric Education and Research. Applications are invited for the above position. The successful applicant must have a demonstrated ability to organize all aspects of the teaching program for undergraduate and postgraduate training. The successful applicant must act as a role model and promote, by example, excellence in teaching. The position is geographic full time and is funded by Dalhousie University. An opportunity also exists for a reasonable amount of private clinical practice. Candidates should have the FRCPC or equivalent in psychiatry and be eligible to practice in Nova Scotia. In accordance with Canada Employment and Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Dalhousie University is an equal opportunity employer. Enquiries and application with curriculum vitae should be sent to: Alistair Munro, M.D., F.R.C.P.C., Professor and Head, Dalhousie University, Department of Psychiatry, Camp Hill Hospital - Lane Building, 4th floor - Room 4018, 1763 Robie Street, Halifax, Nova Scotia B3H 3G2.

PSYCHOLOGY

DALHOUSIE UNIVERSITY. To start a Ph.D. program in clinical psychology we plan this year to add to our staff three clinical psychologists devoted to the ideals of the scientist/practitioner model. Clinical teaching will be an essential part of the duties, and the candidates must have demonstrated ability in research. One of the three new appointments may be at a senior level, as the coordinator of the clinical program. The junior appointments are tenure-track, and the senior one may be tenured. Appointments will start on July 1, 1989. Please send a curriculum vitae and the names of at least three referees to Dr. Vincent M LoLordo, Department of Psychology, Dalhousie University, Halifax, Nova Scotia B3H 4J1. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff. In accordance with Canadian immigration requirements this advertisement is addressed to Canadian citizens and permanent residents of Canada.

McMASTER UNIVERSITY. Department of Psychology. Applications are invited in any area of Experimental Psychology, for 1988/89 NSERC University Research Fellowship competition. This award can only be made to a Canadian citizen, or to a person holding permanent residence status in Canada. The fellowship is competitive and is awarded only to persons with an outstanding research record. Send CV, representative reprints, summary of research interests, and three letters of reference by July 15, 1988, to: Dr. Lorraine G. Allan, Chairman, Department of Psychology, McMaster University, Hamilton, Ontario, Canada L8S 4K1.

THE UNIVERSITY OF TORONTO. Department of Psychology. Applications are invited for the 1988/89 NSERC University Research Fellowship competition. Candidates must have obtained a Ph.D. during the past five years and be a Canadian citizen or permanent resident of Canada. The position is linked to a future tenure stream vacancy. Applicants from any of the areas supported by NSERC are invited. The university encourages both men and women to apply. Applications should include curriculum vitae preferably NSERC forms 209 and 101 completed as far as possible by the applicant. The applicant should arrange for at least three letters of recommendation to be sent to the chair. All applications and inquiries should be addressed: Professor F.I.M. Craik, Chair, Department of Psychology, University of Toronto, Toronto, Canada M5S 1A1. The deadline for applications is September 1, 1988.

BISHOP'S UNIVERSITY, Psychology. A tenure-stream vacancy exists at the Assistant Professor level, to teach three undergraduate courses per semester from among the following areas: Introductory, Adolescent and Adult Development, Industrial/Organizational, Community, Environmental, Health Psychology. A Ph.D. is required. The salary floor for 1987-88 (under review) is $30,093. Applications with curriculum vitae and, if possible, publications and evidence of teaching performance should be sent to Ms. C. Wark, University Secretary, Bishop's University, Lennoxville, Qué. J1M 1Z7. Applicants should also arrange for at least three references to be submitted directly. The post commences on July 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ST. THOMAS UNIVERSITY. The Department of Psychology, St. Thomas University invites applications for a position at the Assistant Professor level (tenure-track or limited-term subject to approval). The candidate will be expected to teach a variety of undergraduate courses and supervise honours theses. Candidates with interests in any area of psychology will be considered. A Ph.D. is required and preference will be given to Canadian citizens or landed immigrants. Applicants should submit a curriculum vitae, samples of scholarly work, and arrange to have three letters of recommendation sent directly to: Dr. Thomas A. Fish, Chair, Department of Psychology, St. Thomas University, Fredericton, New Brunswick, E3B 5G3. Appointment effective July 1, 1988.

MOUNT ALLISON UNIVERSITY. Department of Psychology. Applications are invited for a tenure track position. A one year term appointment may be made, given the short period in which to recruit for the coming year. The successful applicant should hold a Ph.D. and have an active research interest in any aspect of the biological bases of behavior and cognition. The effective date of the position is July 1, 1988. The appointment will be at the rank of Assistant, Associate, or Full Professor. The 1987-88 salary ranges for these ranks are $28,689 to $41,300; $35,568 to $57,924; and $44,740 to $69,962. Each application should include a curriculum vitae, copies of articles, and the names of three referees and should be sent to: Dr. Darryl Bruce, Head, Department of Psychology, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is July 15, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

RURAL EXTENSION STUDIES

UNIVERSITY OF GUELPH. Adult Education/Extension. Rural Extension and Communication Technology. Applications are invited for a tenure track position at the rank of Assistant Professor. Qualifications include a doctorate in Adult Education and/or Rural Extension or related fields, strength in quantitative and/or qualitative methods, and relevant academic and professional experience. Primary responsibilities include the teaching of undergraduate and graduate courses and the supervision of graduate student research. The successful candidate will assist students in the analysis and evaluation of issues in the development of research and evaluation designs as well as actively pursuing a research and publication program related to the mandate of the Department. Candidates with experience in non formal education, agricultural communication in rural settings and the educational applications of communication technology will find this a challenging opportunity. Salary will be dependent on qualifications and experience. Both men and women are encouraged to apply. Letters of application with a curriculum vitae and the names of three referees should be addressed to: Dr. G.A.B. Moore, Chairman, Department of Rural Extension Studies, University of Guelph, Guelph, Ontario, N1G 2W1. The effective date of the appointment will be negotiable. Applications will be accepted until June 30th, 1988 or until the position if filled. The University of Guelph is committed to employment equity. Subject to final budgetary approval.

SOCIOLOGY

BRESCIA COLLEGE invites applications for a full-time position at the Assistant Professor level beginning July 1, 1988. Applicants should have a PhD completed or nearly completed. Duties will include teaching undergraduate Methodology and Statistics and two other undergraduate courses (preferably from Introductory, Minorities, or Social Problems). The ability to teach effectively and willingness to engage in productive research is expected. Rank and salary according to experience and qualifications. Send curriculum vitae and the names of three references to Sister Dolores Kuntz, 1285 Western Road, London, Ontario, N6G 1H2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BISHOP'S UNIVERSITY, Sociology. The Department of Sociology at Bishop's University will be making a one-year sabbatical replacement appointment for the year 1988-89 at the Lecturer or Assistant Professor rank (floor). Areas of concentration should include Empirical Method and Mass Communication. Applicants are expected to have completed Ph.D.s or to be near their completion. Salary will be contingent on experience and qualifications. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Bishop's University is an equal opportunity employer. Applications with curriculum vitae and the names of three referees should be addressed to: Professor G.S. Groves, Chairman, Division of Social Sciences, Bishop's University, Lennoxville, Quebec J1M 1Z7.

SURGERY

UNIVERSITY OF SASKATCHEWAN. Orthopaedic Surgeon. Academic position available in the Division of Orthopaedics, Department of Surgery, University of Saskatchewan, Saskatoon. The successful candidate will preferably be able to develop an area of subspecialty interest and pursue an active commitment to teaching and research. Applicants who are acquiring additional training and who may not be available to start for up to one year will be considered. Salary and rank will be commensurate with qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Requests for information and applications (including curriculum vitae and names of three references) should be directed to: Dr. Charles J. Wright, Acting Chairman, Department of Surgery, University Hospital, Saskatoon, Saskatchewan, Canada S7N 0X0.

THEATRE

CONCORDIA UNIVERSITY. The Department of Theatre, Faculty of Fine Arts, Concordia University, is seeking a two-year leave replacement for the post of Coordinator of the B.F.A. Specialization in Drama in Education, at the level of Assistant Professor. Beginning July 1, duties include student advising and administration of the Specialization, as well as teaching courses in developmental drama. Ability to teach in other areas in theatre would be an asset. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Salary: $24,000 per annum. CV and references before July 15, 1988 to R.F. Ruth, Zoology, University of Alberta, Edmonton, AB, T6G 2E9. The University of Alberta is committed to the principle of equity in employment, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ZOOLOGY

UNIVERSITY OF ALBERTA. Research Associate to study physiological effects of radiotherapy. Applicant must have Ph.D. and publications in kinetics of radiation-induced chemical reactions, experience in biological NMR and experimental surgery. Salary: $24,000 per annum. CV and references before July 15, 1988 to R.F. Ruth, Zoology, University of Alberta, Edmonton, AB, T6G 2E9. The University of Alberta is committed to the principle of equity in employment, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Noticeboard

NATIONAL MEETING: 1988, 19 - 24 June, Canadian Society of Microbiologists, (38th Annual). Windsor, Ontario, Canada. Dr. Hugh Fackrell, Local Organizing Committee or Dr. Maryha Brown, Meetings Secretary, Canadian Society of Microbiologists, 20 Hobart Crescent, Nepean, Ontario, K2H 5S4, Canada. Inquiries concerning the society and its activities may be made to CSM Secretariat at the same address.

EIGHTH ANNUAL CONFERENCE ON TEACHING AND LEARNING IN HIGHER EDUCATION sponsored by The Society of Teaching and Learning in Higher Education and McMaster University, Hamilton, Ontario, June 19 - 21, 1988. Contact: S.T.L.H.E., c/o Instructional Development Centre, McMaster University, Hamilton, Ontario, L8S 4K1; telephone (416) 525-9140, ext. 4540.

1988 AAOAC INSTITUTE ON ADDICTIONS: "Bridging the Gaps: Law Enforcement - Communities - Helping Agencies", July 3 to 6, 1988 in Calgary, Alberta, Canada. Sponsor: Alberta Alcohol and Drug Abuse Commission. Information: Tom Wispinski, Institute Chairman, c/o AADAC, 7th Floor, 10909 Jasper Avenue, Edmonton, Alberta, CANADA, T5J 3M9. Telephone: (403)427-7305.

AN INTERNATIONAL CONFERENCE ON SOCIAL STUDIES EDUCATION - June 22 - 25, 1988 - Vancouver, Canada -"Focus on the Pacific Rim". Sponsors and Associates: United States National Council for the Social Studies, The University of British Columbia, Washington State Council for the Social Studies, British Columbia Social Studies Teachers' Association, Simon Fraser University, Alaska Council for the Social Studies, University of Victoria. Registration Fee: $125 (Can.) or $100 (U.S.). For further information please contact: The Pacific Rim Conference, c/o Faculty of Education, The University of British Columbia, Vancouver, Canada V6T 1Z5; Telephone (604) 228-5274; Bitnet: usarrim@ubcmtsg. *****SPECIAL PRE-CONFERENCE: June 19 - 21, 1988 - "Law vs. Learning: Examination for Discovery"** a National Canadian Conference on Teaching Law in the Schools. Sponsored by the Public Legal Education Association of Canada; Hosted by the Faculty of Education, Simon Fraser University. Registration Fee: $150 (Can.) or $115 (U.S.). Please contact: Conference Services, Continuing Studies, Simon Fraser University, Burnaby, B.C., V5A 1S6; Telephone: (604) 291-3854.

UNIVERSITY OF GUELPH. "IN SEARCH OF HEALTHY SEXUALITY": JUNE 13 - 15, 1988. The University of Guelph's 10th annual sexuality conference will examine current issues in human sexuality, counseling strategies for sexual problems and teaching approaches in sex education. Special guest speakers for 1988 include: Dr. Ruth Westheimer; Dr. Edward Herold; Dr. James Nelson. Contact: Continuing Education, University of Guelph, Guelph, Ontario, N1G 2W1; Telephone (519) 824-4120, ext. 3956.

MINI-COURSE ON THE CHARTER: Dalhousie Law School's fourth mini-course on the Charter will take place in Halifax on June 13-15, 1988. Canadian and American faculty include: Katherine Swinton, Wayne MacKay, Neil Finkelstein, Thomas Cromwell, Bruce Archibald, Drew Days, Robert Sedler, and David Mackey. For information on course content contact: Professor Jennifer Bankier, Dalhousie Law School, Halifax, N.S., B3H 4H9, (902) 424-1023; for registration contact: Sheile Fougere, Dalhousie Conference Centre, Student Union Building, Dalhousie University, Halifax, N.S., B3H 4J2, (902) 424-3401.

THE SIXTH ANNUAL CONFERENCE OF THE ASSOCIATION OF CANADIAN COLLEGE AND UNIVERSITY OMBUDSMEN will be held from June 15 to 19, 1988 in Edmonton. Please contact Barth Alberta. The Conference will include sessions on psychiatric dismissal policies, improving teaching, recent legal cases of interest to universities and colleges, discipline policies across Canada, and fairness in formal hearings. To register, or to obtain further information, please contact Ellen Schoeck Solomon at (403) 432-5430 or write to her at the University of Alberta, University Secretariat, 2-5 University Hall, Edmonton, Alberta, T6G 2J9.

FACULTY EXCHANGE

FACULTY EXCHANGE CENTRE, non-profit organization established in 1973, helps (1) college and university professors to exchange teaching positions, and (2) all educators to interchange houses, with colleagues on this continent and abroad. FEC serves individual faculty as well as member colleges. For more details send self-addressed, envelope to: 952 Virginia Avenue, Lancaster, Pa., USA, 17603; 717/ 393-1130.

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EXECUTIVE OFFICER

UNIVERSITY OF REGINA FACULTY ASSOCIATION

U.R.F.A. is the certified collective bargaining rePresentative for faculty, laboratory instructors, Professional librarians and administrative and technical employees at the University of Regina.

THE EXECUTIVE OFFICER will be responsible for management of the Association's office and assisting elected Officers in the provision of services to members and in policy development. Member services include: collective agreement administration and development, education programmes, and analysis of post-secondary trends and issues.

QUALIFICATIONS of the Executive Officer should include university graduation and excellent skills in analysis and presentation of information. Previous experience with negotiations and collective agreement administration would be a substantial asset, as would a knowledge of labour legislation, and universities and their operation.

COMPENSATION will include a salary based upon the faculty scale, commensurate with experience and qualifications, plus an excellent benefits package. It is anticipated that the initial term for the position will be for 3 years.

APPLICATIONS, including the names of three references should be submitted by July 15, 19BB to:

Dr. John Turtle, Chair
University of Regina Faculty Association
Room 122 - Campion College
University of Regina
Regina, Saskatchewan S4S 0A2

CONSEILLER(ÈRE) EN NÉGOCIATION COLLECTIVE

caut acpu

COLLECTIVE BARGAINING OFFICER

L'Association canadienne des professeurs d'université, qui représente 26 000 professeurs et bibliothécaires d'université recherche un(e) conseiller(ère) débutant en négociation collective chargé(e) de travailler pour les membres de la Coopérative de négociation collective de l'ACPU. Le(la) candidat(e) détient un diplôme universitaire, possède l'expérience pertinente, a des connaissances en matière de salaires et d'avantages économiques, possède de bonnes qualités d'organisation, est capable de travailler au sein d'une équipe et est bilingue. Le poste exige des déplacements. Parmi les responsabilités à assumer, le(la) titulaire devra travailler avec des universitaires dans le secteur des négociations collectives, organiser des conférences et des ateliers, veiller à la cueillette, la tenue et la diffusion de renseignements sur la négociation collective et aider au règlement des griefs. Le traitement offert varie de 32,563$ à 43,836$ (sous réserve de la ratification de la convention collective). La date d'entrée en fonction est le 1er septembre 1988. Les femmes et les minorités sont encouragées à poser leur candidature. Veuillez faire parvenir un curriculum vitae et le nom de trois références au:

Président
ACPU
75, rue Albert
Bureau 1001
Ottawa (Ontario)
K1P 5E7

The Canadian Association of University Teachers, representing 26,000 university faculty and professional librarians requires a junior Collective Bargaining Officer to work on behalf of members of CAUT's Collective Bargaining Cooperative. The candidate should have a university degree, relevant experience, be knowledgeable about salaries and economic benefits, have good organizational skills, the ability to work as part of a team and be bilingual. Travel is required. Responsibilities include working with university academic staff in collective bargaining, organizing conferences and workshops, overseeing the collection, maintenance and dissemination of collective bargaining information and assistance in grievance handling. Salary range of $32,563 - $43,836 (subject to ratification) with commencement September 1, 1988. Women and minorities are encouraged to apply. Applications, with the names of three referees, to:

The President
CAUT
75 Albert Street
Suite 1001
Ottawa, Ontario
K1P 5E7

Wilfrid Laurier University Faculty Association seeks certification

by Howard Snow
CAUT staff

The Wilfrid Laurier University Faculty Association is seeking to unionize under the Ontario Labour Relations Act. An application for certification was submitted on May 24, following a month long campaign. Prof. Joyce Lorimer, the Faculty Association Treasurer and Registrar of the Campaign, says the Association has solid support in the proposed bargaining unit which includes full time faculty and professional librarians.

At the General Meeting in the spring of 1987, the members had directed the Executive to consider the possibility of certification. A subcommittee of the Executive examined various options over the winter and held a series of information meetings this spring. According to members of the Faculty Association's Executive, there were a variety of reasons for the move to unionize at this time. In the view of Prof. Michael Moore, the underlying reason was one of a "disdain for faculty priorities".

The perception that the University's prosperity has not been reflected in support for faculty has grown recently. The Association had for some time been seeking a mechanism for impasse resolution in salary negotiations but the employer refused to consider it until well after the outcome of the certification campaign was clear. By that time the Board of Governors' offer of final selection on money had little impact on the low faculty morale and after a brief period of reflection the formal application proceeded.

University of Alberta
Edmonton

President

The University of Alberta invites applications from, and nominations of, qualified men and women for the position of President and Vice-Chancellor. The appointee will take office July 1st, 1989.

Founded in 1908, the University of Alberta is the second largest in Canada with a 1987-88 full-time enrolment of 22,400 undergraduate and 2,800 graduate students. There are 3,400 undergraduate and 1,100 graduate part-time students. It employs 2,600 full and part-time academic staff and 3,200 non-academic staff in 19 faculties. The University of Alberta is recognized as a centre of excellence in Canadian higher education with strong teaching and research programmes at the undergraduate, graduate and professional levels. It has an operating budget in excess of $250 million, a capital budget of $46 million and in 1986-87 received $57.5 million in sponsored and contract research.

The President is the chief executive officer of the University, a member of its Board of Governors, the Chairman of General Faculties Council, Chairman of Dean's Council and a member of the Senate. The President directs the operation of the University's academic and business affairs. The appointee will have a respected record of academic and administrative achievements and will possess strong skills in government relations.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

Applications or nominations with curriculum vitae should be sent by September 1st, 1988 to:

Mr. P.A. Robison, Secretary
Presidential Search Committee
Room 3-31 University Hall
University of Alberta
Edmonton, Alberta, Canada T6G 2J9

The University of Alberta is committed to the principle of equity in employment.

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- explain the public transportation system;
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The Homestay Coordinator,
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K1Y 4M8
(613) 725-3121

WUSC, a non-profit agency involved in international education, works closely with CIDA (the Canadian International Development Agency) and overseas governments placing teachers and other professionals on overseas assignments. In Canada, WUSC co-ordinates the special training programmes of post-graduate students and trainees from around the world.

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All fares quoted in Canadian Dollars. E.&O.E.

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